

WESTLAKE FIRE DEPARTMENT

BASE SALARY STRUCTURE

(Current Salaries as of Oct. 1, 2011)

Position / Title	Comment	Hourly Pay	Annual Pay (53 hrs/wk X 52 wks)
Shift Commander	Rank of District Chief	\$22.26	\$61,349
Lieutenant		\$17.86	\$49,222
Engineer		\$16.08	\$44,316
Relief Driver/Operator	Incentive Pay Scale	\$14.84	\$40,899
FireFighter	> 180 Days Off Probation	\$14.73	\$40,593
Probationary FF-2	>90 Days and <180 Days	\$13.94	\$38,419
Probationary FF-1	< 90 Days	\$13.16	\$36,269
Compensated Volunteer	Maximum of Five 24 hr Shifts per Month	\$12.38	\$17,827

Notes:

The Westlake Fire Department utilizes a pay system that includes longevity pay for each year of service and/or experience and incentive pays for special skills that each individual can acquire. Overtime is not included in the salaries listed above.

The Department utilizes the "Kelly" system for Firefighters who work 24 hours on duty and 48 hours off. Under this system, each FF has their 19th shift off with pay each cycle to compensate them for overtime accumulated during the 24-48 shift pattern.

Probationary Firefighters (less than 180 days) do not participate in the experience/skill incentive program until they are off probation.