

City of Kimberly

OFFICIAL FIREFIGHTER SALARY SCHEDULE

November 1, 2025

**THE PERSONNEL BOARD OF JEFFERSON COUNTY
2121 8TH AVENUE NORTH, SUITE 100
BIRMINGHAM, AL 35203**

**I hereby certify this to be a true and correct salary schedule as
generated by the Personnel Board of Jefferson County**



Jeffrey Crenshaw, Personnel Board Director

CITY OF KIMBERLY
FIREFIGHTER RATES
(Hourly Rate Based on 2600 Annual Hours)
Effective 11/01/2025

Approved by Personnel Board on 11/18/2025

Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	PREM 1	PREM 2	PREM 3
17F	hourly	11.5680	12.1440	12.7520	13.3920	14.0640	14.7680	15.5040	16.2800	17.0880	17.9440	18.8400	19.7840	20.7760
	bi-weekly	1,156.80	1,214.40	1,275.20	1,339.20	1,406.40	1,476.80	1,550.40	1,628.00	1,708.80	1,794.40	1,884.00	1,978.40	2,077.60
	semi-monthly	1,253.20	1,315.60	1,381.47	1,450.80	1,523.60	1,599.87	1,679.60	1,763.67	1,851.20	1,943.93	2,041.00	2,143.27	2,250.73
	monthly	2,506.40	2,631.20	2,762.93	2,901.60	3,047.20	3,199.73	3,359.20	3,527.33	3,702.40	3,887.87	4,082.00	4,286.53	4,501.47
	annually	30,076.80	31,574.40	33,155.20	34,819.20	36,566.40	38,396.80	40,310.40	42,328.00	44,428.80	46,654.40	48,984.00	51,438.40	54,017.60
18F	hourly	12.1440	12.7520	13.3920	14.0640	14.7680	15.5040	16.2800	17.0880	17.9440	18.8400	19.7840	20.7680	21.8080
	bi-weekly	1,214.40	1,275.20	1,339.20	1,406.40	1,476.80	1,550.40	1,628.00	1,708.80	1,794.40	1,884.00	1,978.40	2,076.80	2,180.80
	semi-monthly	1,315.60	1,381.47	1,450.80	1,523.60	1,599.87	1,679.60	1,763.67	1,851.20	1,943.93	2,041.00	2,143.27	2,249.87	2,362.53
	monthly	2,631.20	2,762.93	2,901.60	3,047.20	3,199.73	3,359.20	3,527.33	3,702.40	3,887.87	4,082.00	4,286.53	4,499.73	4,725.07
	annually	31,574.40	33,155.20	34,819.20	36,566.40	38,396.80	40,310.40	42,328.00	44,428.80	46,654.40	48,984.00	51,438.40	53,996.80	56,700.80
19F	hourly	12.7520	13.3920	14.0640	14.7680	15.5040	16.2800	17.0880	17.9440	18.8400	19.7840	20.7760	21.8080	22.9040
	bi-weekly	1,275.20	1,339.20	1,406.40	1,476.80	1,550.40	1,628.00	1,708.80	1,794.40	1,884.00	1,978.40	2,077.60	2,180.80	2,290.40
	semi-monthly	1,381.47	1,450.80	1,523.60	1,599.87	1,679.60	1,763.67	1,851.20	1,943.93	2,041.00	2,143.27	2,250.73	2,362.53	2,481.27
	monthly	2,762.93	2,901.60	3,047.20	3,199.73	3,359.20	3,527.33	3,702.40	3,887.87	4,082.00	4,286.53	4,501.47	4,725.07	4,962.53
	annually	33,155.20	34,819.20	36,566.40	38,396.80	40,310.40	42,328.00	44,428.80	46,654.40	48,984.00	51,438.40	54,017.60	56,700.80	59,550.40
20F	hourly	13.3920	14.0640	14.7680	15.5040	16.2800	17.0880	17.9440	18.8400	19.7840	20.7760	21.8160	22.9040	24.0480
	bi-weekly	1,339.20	1,406.40	1,476.80	1,550.40	1,628.00	1,708.80	1,794.40	1,884.00	1,978.40	2,077.60	2,181.60	2,290.40	2,404.80
	semi-monthly	1,450.80	1,523.60	1,599.87	1,679.60	1,763.67	1,851.20	1,943.93	2,041.00	2,143.27	2,250.73	2,363.40	2,481.27	2,605.20
	monthly	2,901.60	3,047.20	3,199.73	3,359.20	3,527.33	3,702.40	3,887.87	4,082.00	4,286.53	4,501.47	4,726.80	4,962.53	5,210.40
	annually	34,819.20	36,566.40	38,396.80	40,310.40	42,328.00	44,428.80	46,654.40	48,984.00	51,438.40	54,017.60	56,721.60	59,550.40	62,524.80
21F	hourly	14.0640	14.7680	15.5040	16.2800	17.0880	17.9440	18.8400	19.7840	20.7760	21.8160	22.9040	24.0560	25.2560
	bi-weekly	1,406.40	1,476.80	1,550.40	1,628.00	1,708.80	1,794.40	1,884.00	1,978.40	2,077.60	2,181.60	2,290.40	2,405.60	2,525.60
	semi-monthly	1,523.60	1,599.87	1,679.60	1,763.67	1,851.20	1,943.93	2,041.00	2,143.27	2,250.73	2,363.40	2,481.27	2,606.07	2,736.07
	monthly	3,047.20	3,199.73	3,359.20	3,527.33	3,702.40	3,887.87	4,082.00	4,286.53	4,501.47	4,726.80	4,962.53	5,212.13	5,472.13
	annually	36,566.40	38,396.80	40,310.40	42,328.00	44,428.80	46,654.40	48,984.00	51,438.40	54,017.60	56,721.60	59,550.40	62,545.60	65,665.60
22F	hourly	14.7680	15.5040	16.2800	17.0880	17.9440	18.8400	19.7840	20.7760	21.8160	22.9040	24.0480	25.2480	26.5120
	bi-weekly	1,476.80	1,550.40	1,628.00	1,708.80	1,794.40	1,884.00	1,978.40	2,077.60	2,181.60	2,290.40	2,404.80	2,524.80	2,651.20
	semi-monthly	1,599.87	1,679.60	1,763.67	1,851.20	1,943.93	2,041.00	2,143.27	2,250.73	2,363.40	2,481.27	2,605.20	2,735.20	2,872.13
	monthly	3,199.73	3,359.20	3,527.33	3,702.40	3,887.87	4,082.00	4,286.53	4,501.47	4,726.80	4,962.53	5,210.40	5,470.40	5,744.27
	annually	38,396.80	40,310.40	42,328.00	44,428.80	46,654.40	48,984.00	51,438.40	54,017.60	56,721.60	59,550.40	62,524.80	65,644.80	68,931.20
23F	hourly	15.5040	16.2800	17.0880	17.9440	18.8400	19.7840	20.7760	21.8160	22.9040	24.0480	25.2480	26.5120	27.8400
	bi-weekly	1,550.40	1,628.00	1,708.80	1,794.40	1,884.00	1,978.40	2,077.60	2,181.60	2,290.40	2,404.80	2,524.80	2,651.20	2,784.00
	semi-monthly	1,679.60	1,763.67	1,851.20	1,943.93	2,041.00	2,143.27	2,250.73	2,363.40	2,481.27	2,605.20	2,735.20	2,872.13	3,016.00
	monthly	3,359.20	3,527.33	3,702.40	3,887.87	4,082.00	4,286.53	4,501.47	4,726.80	4,962.53	5,210.40	5,470.40	5,744.27	6,032.00
	annually	40,310.40	42,328.00	44,428.80	46,654.40	48,984.00	51,438.40	54,017.60	56,721.60	59,550.40	62,524.80	65,644.80	68,931.20	72,384.00
24F	hourly	16.2800	17.0880	17.9440	18.8400	19.7840	20.7760	21.8160	22.9040	24.0480	25.2480	26.5120	27.8320	29.2240
	bi-weekly	1,628.00	1,708.80	1,794.40	1,884.00	1,978.40	2,077.60	2,181.60	2,290.40	2,404.80	2,524.80	2,651.20	2,783.20	2,922.40
	semi-monthly	1,763.67	1,851.20	1,943.93	2,041.00	2,143.27	2,250.73	2,363.40	2,481.27	2,605.20	2,735.20	2,872.13	3,015.13	3,165.93
	monthly	3,527.33	3,702.40	3,887.87	4,082.00	4,286.53	4,501.47	4,726.80	4,962.53	5,210.40	5,470.40	5,744.27	6,030.27	6,331.87
	annually	42,328.00	44,428.80	46,654.40	48,984.00	51,438.40	54,017.60	56,721.60	59,550.40	62,524.80	65,644.80	68,931.20	72,363.20	75,982.40

**CITY OF KIMBERLY
FIREFIGHTER RATES
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Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	PREM 1	PREM 2	PREM 3
25F	hourly	17.0880	17.9440	18.8400	19.7840	20.7760	21.8160	22.9040	24.0480	25.2480	26.5120	27.8400	29.2320	30.6880
	bi-weekly	1,708.80	1,794.40	1,884.00	1,978.40	2,077.60	2,181.60	2,290.40	2,404.80	2,524.80	2,651.20	2,784.00	2,923.20	3,068.80
	semi-monthly	1,851.20	1,943.93	2,041.00	2,143.27	2,250.73	2,363.40	2,481.27	2,605.20	2,735.20	2,872.13	3,016.00	3,166.80	3,324.53
	monthly	3,702.40	3,887.87	4,082.00	4,286.53	4,501.47	4,726.80	4,962.53	5,210.40	5,470.40	5,744.27	6,032.00	6,333.60	6,649.07
	annually	44,428.80	46,654.40	48,984.00	51,438.40	54,017.60	56,721.60	59,550.40	62,524.80	65,644.80	68,931.20	72,384.00	76,003.20	79,788.80
26F	hourly	17.9440	18.8400	19.7840	20.7760	21.8160	22.9040	24.0480	25.2480	26.5120	27.8400	29.2320	30.6960	32.2320
	bi-weekly	1,794.40	1,884.00	1,978.40	2,077.60	2,181.60	2,290.40	2,404.80	2,524.80	2,651.20	2,784.00	2,923.20	3,069.60	3,223.20
	semi-monthly	1,943.93	2,041.00	2,143.27	2,250.73	2,363.40	2,481.27	2,605.20	2,735.20	2,872.13	3,016.00	3,166.80	3,325.40	3,491.80
	monthly	3,887.87	4,082.00	4,286.53	4,501.47	4,726.80	4,962.53	5,210.40	5,470.40	5,744.27	6,032.00	6,333.60	6,650.80	6,983.60
	annually	46,654.40	48,984.00	51,438.40	54,017.60	56,721.60	59,550.40	62,524.80	65,644.80	68,931.20	72,384.00	76,003.20	79,809.60	83,803.20
27F	hourly	18.8400	19.7840	20.7760	21.8160	22.9040	24.0480	25.2480	26.5120	27.8400	29.2320	30.6960	32.2320	33.8400
	bi-weekly	1,884.00	1,978.40	2,077.60	2,181.60	2,290.40	2,404.80	2,524.80	2,651.20	2,784.00	2,923.20	3,069.60	3,223.20	3,384.00
	semi-monthly	2,041.00	2,143.27	2,250.73	2,363.40	2,481.27	2,605.20	2,735.20	2,872.13	3,016.00	3,166.80	3,325.40	3,491.80	3,666.00
	monthly	4,082.00	4,286.53	4,501.47	4,726.80	4,962.53	5,210.40	5,470.40	5,744.27	6,032.00	6,333.60	6,650.80	6,983.60	7,332.00
	annually	48,984.00	51,438.40	54,017.60	56,721.60	59,550.40	62,524.80	65,644.80	68,931.20	72,384.00	76,003.20	79,809.60	83,803.20	87,984.00
28F	hourly	19.7840	20.7760	21.8160	22.9040	24.0480	25.2480	26.5120	27.8400	29.2320	30.6960	32.2320	33.8400	35.5360
	bi-weekly	1,978.40	2,077.60	2,181.60	2,290.40	2,404.80	2,524.80	2,651.20	2,784.00	2,923.20	3,069.60	3,223.20	3,384.00	3,553.60
	semi-monthly	2,143.27	2,250.73	2,363.40	2,481.27	2,605.20	2,735.20	2,872.13	3,016.00	3,166.80	3,325.40	3,491.80	3,666.00	3,849.73
	monthly	4,286.53	4,501.47	4,726.80	4,962.53	5,210.40	5,470.40	5,744.27	6,032.00	6,333.60	6,650.80	6,983.60	7,332.00	7,699.47
	annually	51,438.40	54,017.60	56,721.60	59,550.40	62,524.80	65,644.80	68,931.20	72,384.00	76,003.20	79,809.60	83,803.20	87,984.00	92,393.60
29F	hourly	20.7760	21.8160	22.9040	24.0480	25.2480	26.5120	27.8400	29.2320	30.6960	32.2320	33.8400	35.5360	37.3120
	bi-weekly	2,077.60	2,181.60	2,290.40	2,404.80	2,524.80	2,651.20	2,784.00	2,923.20	3,069.60	3,223.20	3,384.00	3,553.60	3,731.20
	semi-monthly	2,250.73	2,363.40	2,481.27	2,605.20	2,735.20	2,872.13	3,016.00	3,166.80	3,325.40	3,491.80	3,666.00	3,849.73	4,042.13
	monthly	4,501.47	4,726.80	4,962.53	5,210.40	5,470.40	5,744.27	6,032.00	6,333.60	6,650.80	6,983.60	7,332.00	7,699.47	8,084.27
	annually	54,017.60	56,721.60	59,550.40	62,524.80	65,644.80	68,931.20	72,384.00	76,003.20	79,809.60	83,803.20	87,984.00	92,393.60	97,011.20
30F	hourly	21.8160	22.9040	24.0480	25.2480	26.5120	27.8400	29.2320	30.6960	32.2320	33.8400	35.5360	37.3120	39.1760
	bi-weekly	2,181.60	2,290.40	2,404.80	2,524.80	2,651.20	2,784.00	2,923.20	3,069.60	3,223.20	3,384.00	3,553.60	3,731.20	3,917.60
	semi-monthly	2,363.40	2,481.27	2,605.20	2,735.20	2,872.13	3,016.00	3,166.80	3,325.40	3,491.80	3,666.00	3,849.73	4,042.13	4,244.07
	monthly	4,726.80	4,962.53	5,210.40	5,470.40	5,744.27	6,032.00	6,333.60	6,650.80	6,983.60	7,332.00	7,699.47	8,084.27	8,488.13
	annually	56,721.60	59,550.40	62,524.80	65,644.80	68,931.20	72,384.00	76,003.20	79,809.60	83,803.20	87,984.00	92,393.60	97,011.20	101,857.60
31F	hourly	22.9040	24.0480	25.2480	26.5120	27.8400	29.2320	30.6960	32.2320	33.8400	35.5360	37.3120	39.1760	41.1360
	bi-weekly	2,290.40	2,404.80	2,524.80	2,651.20	2,784.00	2,923.20	3,069.60	3,223.20	3,384.00	3,553.60	3,731.20	3,917.60	4,113.60
	semi-monthly	2,481.27	2,605.20	2,735.20	2,872.13	3,016.00	3,166.80	3,325.40	3,491.80	3,666.00	3,849.73	4,042.13	4,244.07	4,456.40
	monthly	4,962.53	5,210.40	5,470.40	5,744.27	6,032.00	6,333.60	6,650.80	6,983.60	7,332.00	7,699.47	8,084.27	8,488.13	8,912.80
	annually	59,550.40	62,524.80	65,644.80	68,931.20	72,384.00	76,003.20	79,809.60	83,803.20	87,984.00	92,393.60	97,011.20	101,857.60	106,953.60
32F	hourly	24.0560	25.2480	26.5120	27.8320	29.2320	30.6960	32.2320	33.8400	35.5360	37.3120	39.1760	41.1360	43.1920
	bi-weekly	2,405.60	2,524.80	2,651.20	2,783.20	2,923.20	3,069.60	3,223.20	3,384.00	3,553.60	3,731.20	3,917.60	4,113.60	4,319.20
	semi-monthly	2,606.07	2,735.20	2,872.13	3,015.13	3,166.80	3,325.40	3,491.80	3,666.00	3,849.73	4,042.13	4,244.07	4,456.40	4,679.13
	monthly	5,212.13	5,470.40	5,744.27	6,030.27	6,333.60	6,650.80	6,983.60	7,332.00	7,699.47	8,084.27	8,488.13	8,912.80	9,358.27
	annually	62,545.60	65,644.80	68,931.20	72,363.20	76,003.20	79,809.60	83,803.20	87,984.00	92,393.60	97,011.20	101,857.60	106,953.60	112,299.20

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Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	PREM 1	PREM 2	PREM 3
33F	hourly	25.2560	26.5120	27.8400	29.2240	30.6880	32.2320	33.8400	35.5360	37.3120	39.1760	41.1360	43.1920	45.3520
	bi-weekly	2,525.60	2,651.20	2,784.00	2,922.40	3,068.80	3,223.20	3,384.00	3,553.60	3,731.20	3,917.60	4,113.60	4,319.20	4,535.20
	semi-monthly	2,736.07	2,872.13	3,016.00	3,165.93	3,324.53	3,491.80	3,666.00	3,849.73	4,042.13	4,244.07	4,456.40	4,679.13	4,913.13
	monthly	5,472.13	5,744.27	6,032.00	6,331.87	6,649.07	6,983.60	7,332.00	7,699.47	8,084.27	8,488.13	8,912.80	9,358.27	9,826.27
	annually	65,665.60	68,931.20	72,384.00	75,982.40	79,788.80	83,803.20	87,984.00	92,393.60	97,011.20	101,857.60	106,953.60	112,299.20	117,915.20
34F	hourly	26.5200	27.8400	29.2320	30.6880	32.2240	33.8400	35.5280	37.3120	39.1760	41.1360	43.1920	45.3520	47.6160
	bi-weekly	2,652.00	2,784.00	2,923.20	3,068.80	3,222.40	3,384.00	3,552.80	3,731.20	3,917.60	4,113.60	4,319.20	4,535.20	4,761.60
	semi-monthly	2,873.00	3,016.00	3,166.80	3,324.53	3,490.93	3,666.00	3,848.87	4,042.13	4,244.07	4,456.40	4,679.13	4,913.13	5,158.40
	monthly	5,746.00	6,032.00	6,333.60	6,649.07	6,981.87	7,332.00	7,697.73	8,084.27	8,488.13	8,912.80	9,358.27	9,826.27	10,316.80
	annually	68,952.00	72,384.00	76,003.20	79,788.80	83,782.40	87,984.00	92,372.80	97,011.20	101,857.60	106,953.60	112,299.20	117,915.20	123,801.60
35F	hourly	27.8400	29.2320	30.6960	32.2240	33.8400	35.5280	37.3120	39.1760	41.1360	43.1920	45.3520	47.6160	50.0000
	bi-weekly	2,784.00	2,923.20	3,069.60	3,222.40	3,384.00	3,552.80	3,731.20	3,917.60	4,113.60	4,319.20	4,535.20	4,761.60	5,000.00
	semi-monthly	3,016.00	3,166.80	3,325.40	3,490.93	3,666.00	3,848.87	4,042.13	4,244.07	4,456.40	4,679.13	4,913.13	5,158.40	5,416.67
	monthly	6,032.00	6,333.60	6,650.80	6,981.87	7,332.00	7,697.73	8,084.27	8,488.13	8,912.80	9,358.27	9,826.27	10,316.80	10,833.33
	annually	72,384.00	76,003.20	79,809.60	83,782.40	87,984.00	92,372.80	97,011.20	101,857.60	106,953.60	112,299.20	117,915.20	123,801.60	130,000.00
36F	hourly	29.2320	30.6960	32.2240	33.8320	35.5280	37.3120	39.1760	41.1360	43.1920	45.3520	47.6160	50.0000	52.4960
	bi-weekly	2,923.20	3,069.60	3,222.40	3,383.20	3,552.80	3,731.20	3,917.60	4,113.60	4,319.20	4,535.20	4,761.60	5,000.00	5,249.60
	semi-monthly	3,166.80	3,325.40	3,490.93	3,665.13	3,848.87	4,042.13	4,244.07	4,456.40	4,679.13	4,913.13	5,158.40	5,416.67	5,687.07
	monthly	6,333.60	6,650.80	6,981.87	7,330.27	7,697.73	8,084.27	8,488.13	8,912.80	9,358.27	9,826.27	10,316.80	10,833.33	11,374.13
	annually	76,003.20	79,809.60	83,782.40	87,963.20	92,372.80	97,011.20	101,857.60	106,953.60	112,299.20	117,915.20	123,801.60	130,000.00	136,489.60
37F	hourly	30.6960	32.2320	33.8400	35.5280	37.3040	39.1760	41.1360	43.1920	45.3520	47.6160	50.0000	52.4960	55.1200
	bi-weekly	3,069.60	3,223.20	3,384.00	3,552.80	3,730.40	3,917.60	4,113.60	4,319.20	4,535.20	4,761.60	5,000.00	5,249.60	5,512.00
	semi-monthly	3,325.40	3,491.80	3,666.00	3,848.87	4,041.27	4,244.07	4,456.40	4,679.13	4,913.13	5,158.40	5,416.67	5,687.07	5,971.33
	monthly	6,650.80	6,983.60	7,332.00	7,697.73	8,082.53	8,488.13	8,912.80	9,358.27	9,826.27	10,316.80	10,833.33	11,374.13	11,942.67
	annually	79,809.60	83,803.20	87,984.00	92,372.80	96,990.40	101,857.60	106,953.60	112,299.20	117,915.20	123,801.60	130,000.00	136,489.60	143,312.00
38F	hourly	32.2320	33.8400	35.5280	37.3040	39.1680	41.1360	43.1920	45.3520	47.6240	50.0000	52.4960	55.1200	57.8800
	bi-weekly	3,223.20	3,384.00	3,552.80	3,730.40	3,916.80	4,113.60	4,319.20	4,535.20	4,762.40	5,000.00	5,249.60	5,512.00	5,788.00
	semi-monthly	3,491.80	3,666.00	3,848.87	4,041.27	4,243.20	4,456.40	4,679.13	4,913.13	5,159.27	5,416.67	5,687.07	5,971.33	6,270.33
	monthly	6,983.60	7,332.00	7,697.73	8,082.53	8,486.40	8,912.80	9,358.27	9,826.27	10,318.53	10,833.33	11,374.13	11,942.67	12,540.67
	annually	83,803.20	87,984.00	92,372.80	96,990.40	101,836.80	106,953.60	112,299.20	117,915.20	123,822.40	130,000.00	136,489.60	143,312.00	150,488.00
39F	hourly	33.8400	35.5280	37.3040	39.1680	41.1280	43.1920	45.3520	47.6160	50.0000	52.4960	55.1200	57.8800	60.7680
	bi-weekly	3,384.00	3,552.80	3,730.40	3,916.80	4,112.80	4,319.20	4,535.20	4,761.60	5,000.00	5,249.60	5,512.00	5,788.00	6,076.80
	semi-monthly	3,666.00	3,848.87	4,041.27	4,243.20	4,455.53	4,679.13	4,913.13	5,158.40	5,416.67	5,687.07	5,971.33	6,270.33	6,583.20
	monthly	7,332.00	7,697.73	8,082.53	8,486.40	8,911.07	9,358.27	9,826.27	10,316.80	10,833.33	11,374.13	11,942.67	12,540.67	13,166.40
	annually	87,984.00	92,372.80	96,990.40	101,836.80	106,932.80	112,299.20	117,915.20	123,801.60	130,000.00	136,489.60	143,312.00	150,488.00	157,996.80
40F	hourly	35.5360	37.3120	39.1680	41.1280	43.1840	45.3520	47.6160	50.0000	52.5040	55.1200	57.8800	60.7680	63.8080
	bi-weekly	3,553.60	3,731.20	3,916.80	4,112.80	4,318.40	4,535.20	4,761.60	5,000.00	5,250.40	5,512.00	5,788.00	6,076.80	6,380.80
	semi-monthly	3,849.73	4,042.13	4,243.20	4,455.53	4,678.27	4,913.13	5,158.40	5,416.67	5,687.93	5,971.33	6,270.33	6,583.20	6,912.53
	monthly	7,699.47	8,084.27	8,486.40	8,911.07	9,356.53	9,826.27	10,316.80	10,833.33	11,375.87	11,942.67	12,540.67	13,166.40	13,825.07
	annually	92,393.60	97,011.20	101,836.80	106,932.80	112,278.40	117,915.20	123,801.60	130,000.00	136,510.40	143,312.00	150,488.00	157,996.80	165,900.80

**CITY OF KIMBERLY
FIREFIGHTER RATES
(Hourly Rate Based on 2600 Annual Hours)
Effective 11/01/2025**

Approved by Personnel Board on 11/18/2025

Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	PREM 1	PREM 2	PREM 3
41F	hourly	37.3120	39.1760	41.1280	43.1840	45.3440	47.6160	50.0000	52.5040	55.1280	57.8800	60.7680	63.8080	67.0000
	bi-weekly	3,731.20	3,917.60	4,112.80	4,318.40	4,534.40	4,761.60	5,000.00	5,250.40	5,512.80	5,788.00	6,076.80	6,380.80	6,700.00
	semi-monthly	4,042.13	4,244.07	4,455.53	4,678.27	4,912.27	5,158.40	5,416.67	5,687.93	5,972.20	6,270.33	6,583.20	6,912.53	7,258.33
	monthly	8,084.27	8,488.13	8,911.07	9,356.53	9,824.53	10,316.80	10,833.33	11,375.87	11,944.40	12,540.67	13,166.40	13,825.07	14,516.67
	annually	97,011.20	101,857.60	106,932.80	112,278.40	117,894.40	123,801.60	130,000.00	136,510.40	143,332.80	150,488.00	157,996.80	165,900.80	174,200.00
42F	hourly	39.1760	41.1360	43.1840	45.3440	47.6080	50.0000	52.4960	55.1280	57.8880	60.7680	63.8080	67.0000	70.3520
	bi-weekly	3,917.60	4,113.60	4,318.40	4,534.40	4,760.80	5,000.00	5,249.60	5,512.80	5,788.80	6,076.80	6,380.80	6,700.00	7,035.20
	semi-monthly	4,244.07	4,456.40	4,678.27	4,912.27	5,157.53	5,416.67	5,687.07	5,972.20	6,271.20	6,583.20	6,912.53	7,258.33	7,621.47
	monthly	8,488.13	8,912.80	9,356.53	9,824.53	10,315.07	10,833.33	11,374.13	11,944.40	12,542.40	13,166.40	13,825.07	14,516.67	15,242.93
	annually	101,857.60	106,953.60	112,278.40	117,894.40	123,780.80	130,000.00	136,489.60	143,332.80	150,508.80	157,996.80	165,900.80	174,200.00	182,915.20
43F	hourly	41.1360	43.1920	45.3440	47.6080	49.9920	52.4960	55.1200	57.8800	60.7760	63.8080	67.0000	70.3520	73.8720
	bi-weekly	4,113.60	4,319.20	4,534.40	4,760.80	4,999.20	5,249.60	5,512.00	5,788.00	6,077.60	6,380.80	6,700.00	7,035.20	7,387.20
	semi-monthly	4,456.40	4,679.13	4,912.27	5,157.53	5,415.80	5,687.07	5,971.33	6,270.33	6,584.07	6,912.53	7,258.33	7,621.47	8,002.80
	monthly	8,912.80	9,358.27	9,824.53	10,315.07	10,831.60	11,374.13	11,942.67	12,540.67	13,168.13	13,825.07	14,516.67	15,242.93	16,005.60
	annually	106,953.60	112,299.20	117,894.40	123,780.80	129,979.20	136,489.60	143,312.00	150,488.00	158,017.60	165,900.80	174,200.00	182,915.20	192,067.20
44F	hourly	43.1920	45.3520	47.6160	49.9920	52.4880	55.1200	57.8800	60.7760	63.8160	67.0000	70.3520	73.8720	77.5600
	bi-weekly	4,319.20	4,535.20	4,761.60	4,999.20	5,248.80	5,512.00	5,788.00	6,077.60	6,381.60	6,700.00	7,035.20	7,387.20	7,756.00
	semi-monthly	4,679.13	4,913.13	5,158.40	5,415.80	5,686.20	5,971.33	6,270.33	6,584.07	6,913.40	7,258.33	7,621.47	8,002.80	8,402.33
	monthly	9,358.27	9,826.27	10,316.80	10,831.60	11,372.40	11,942.67	12,540.67	13,168.13	13,826.80	14,516.67	15,242.93	16,005.60	16,804.67
	annually	112,299.20	117,915.20	123,801.60	129,979.20	136,468.80	143,312.00	150,488.00	158,017.60	165,921.60	174,200.00	182,915.20	192,067.20	201,656.00
45F	hourly	45.3520	47.6160	49.9920	52.4880	55.1200	57.8800	60.7680	63.8160	67.0080	70.3520	73.8720	77.5600	81.4400
	bi-weekly	4,535.20	4,761.60	4,999.20	5,248.80	5,512.00	5,788.00	6,076.80	6,381.60	6,700.80	7,035.20	7,387.20	7,756.00	8,144.00
	semi-monthly	4,913.13	5,158.40	5,415.80	5,686.20	5,971.33	6,270.33	6,583.20	6,913.40	7,259.20	7,621.47	8,002.80	8,402.33	8,822.67
	monthly	9,826.27	10,316.80	10,831.60	11,372.40	11,942.67	12,540.67	13,166.40	13,826.80	14,518.40	15,242.93	16,005.60	16,804.67	17,645.33
	annually	117,915.20	123,801.60	129,979.20	136,468.80	143,312.00	150,488.00	157,996.80	165,921.60	174,220.80	182,915.20	192,067.20	201,656.00	211,744.00
46F	hourly	47.6240	50.0000	52.4960	55.1120	57.8720	60.7680	63.8080	67.0080	70.3600	73.8720	77.5600	81.4400	85.5120
	bi-weekly	4,762.40	5,000.00	5,249.60	5,511.20	5,787.20	6,076.80	6,380.80	6,700.80	7,036.00	7,387.20	7,756.00	8,144.00	8,551.20
	semi-monthly	5,159.27	5,416.67	5,687.07	5,970.47	6,269.47	6,583.20	6,912.53	7,259.20	7,622.33	8,002.80	8,402.33	8,822.67	9,263.80
	monthly	10,318.53	10,833.33	11,374.13	11,940.93	12,538.93	13,166.40	13,825.07	14,518.40	15,244.67	16,005.60	16,804.67	17,645.33	18,527.60
	annually	123,822.40	130,000.00	136,489.60	143,291.20	150,467.20	157,996.80	165,900.80	174,220.80	182,936.00	192,067.20	201,656.00	211,744.00	222,331.20
47F	hourly	50.0000	52.4960	55.1200	57.8720	60.7680	63.8080	67.0000	70.3520	73.8800	77.5600	81.4400	85.5120	89.7840
	bi-weekly	5,000.00	5,249.60	5,512.00	5,787.20	6,076.80	6,380.80	6,700.00	7,035.20	7,388.00	7,756.00	8,144.00	8,551.20	8,978.40
	semi-monthly	5,416.67	5,687.07	5,971.33	6,269.47	6,583.20	6,912.53	7,258.33	7,621.47	8,003.67	8,402.33	8,822.67	9,263.80	9,726.60
	monthly	10,833.33	11,374.13	11,942.67	12,538.93	13,166.40	13,825.07	14,516.67	15,242.93	16,007.33	16,804.67	17,645.33	18,527.60	19,453.20
	annually	130,000.00	136,489.60	143,312.00	150,467.20	157,996.80	165,900.80	174,200.00	182,915.20	192,088.00	201,656.00	211,744.00	222,331.20	233,438.40
48F	hourly	52.5040	55.1200	57.8720	60.7600	63.8080	67.0000	70.3520	73.8720	77.5680	81.4400	85.5120	89.7840	94.2800
	bi-weekly	5,250.40	5,512.00	5,787.20	6,076.00	6,380.80	6,700.00	7,035.20	7,387.20	7,756.80	8,144.00	8,551.20	8,978.40	9,428.00
	semi-monthly	5,687.93	5,971.33	6,269.47	6,582.33	6,912.53	7,258.33	7,621.47	8,002.80	8,403.20	8,822.67	9,263.80	9,726.60	10,213.67
	monthly	11,375.87	11,942.67	12,538.93	13,164.67	13,825.07	14,516.67	15,242.93	16,005.60	16,806.40	17,645.33	18,527.60	19,453.20	20,427.33
	annually	136,510.40	143,312.00	150,467.20	157,976.00	165,900.80	174,200.00	182,915.20	192,067.20	201,676.80	211,744.00	222,331.20	233,438.40	245,128.00