



# St. Clair Fire Protection District

*Dedicated to preserve life and property*

[www.scfpd.org](http://www.scfpd.org)

10/14/2024

The wage increase will be effective on 10/12/2024 with the increased salary listed below:

- Firefighter Base Rate \$42,278.60 annual / \$14.14 hour – starting salary
- Firefighter Step 1 Raise \$43,414.80 annual / \$14.52 hour – after 1<sup>st</sup> year
- Firefighter Step 2 Raise \$45,127.16 annual / \$15.10 hour – after 2<sup>nd</sup> year
- Firefighter Top Pay \$47,421.40 annual / \$15.86 hour – after 3<sup>rd</sup> year
- Lieutenant \$50,021.92 annual / \$16.73 hour – date appointed
- Captain \$52,265.20 annual / \$17.48 hour – date appointed
- Training Coordinator will have \$1,000 added to his annual salary.
- Maintenance Coordinator will have \$1,000 added to his annual salary.
- The Stipend Pay will be discontinued in place of the pay raise.
- Lager Plan is a L-7 plan with an employee 4% contribution and with a 100% buy back of years by the District. This plan may have to have a new actuary completed due to the district having 3 employees leave who had numerous years of service, so the yearly cost may be lower than first quoted. When this plan takes effect, the 5% match by the District will stop, but the employee(s) may continue to contribute on his own to the current 457 plan. The District is currently waiting for Lagers to get back with us to see if a new actuary will be needed since 3 senior employees have left and we have 3 new employees with 0 years of service.
- At this time, the old CBA is still in effect except for the salaries. There are a few language changes that needs to be taken care of, then the full CBA will be voted on by the Board of Directors.

Stephanie Butenhoff  
President

Andy Branscum  
Treasurer

Tiffany Burton  
Secretary

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