

IAFF & FOP 2024

Wage Comparisons

FIREFIGHTER Pay Comparison

Agency	Stations	Kelly Days	Salary
Boca Raton	8	-	\$69,335
West Palm	9	6	\$54,296
St. Lucie County	17	17	\$51,445
Osceola County	16	17	\$49,496
Palm Bay (PROPOSED)	6	6	\$47,187
Indian River County	13	9	\$48,446
Orange County	77	6	\$47,116
Daytona Beach	7	-	\$46,352
Sanford	3	5	\$46,330
Titusville	4	-	\$43,243
Palm Bay (CURRENT)	6	6	\$42,511
Brevard County	31	-	\$41,414
Satellite Beach	1	-	\$39,999
Melbourne	8	-	\$39,806
Cocoa Beach	2	-	\$39,571
Cocoa	3	4	\$38,116



Driver Engineer Pay Comparison

Agency	Stations	Kelly Days	Salary
Boca Raton	8	-	\$72,802
West Palm	9	6	\$66,701
St. Lucie County	17	17	\$58,488
Palm Bay (PROPOSED)	6	6	\$58,036
Orange County	77	6	\$55,706
Osceola County	16	17	\$55,436
Sanford	3	5	\$54,932
Indian River County	13	9	\$53,181
Palm Bay (CURRENT)	6	6	\$52,285
Titusville	4	-	\$50,406
Daytona Beach	7	-	\$49,439
Melbourne	8	-	\$47,476
Cocoa	3	4	\$46,488
Cocoa Beach	2	-	\$45,648
Brevard County	31	-	-
Satellite Beach	4	-	-



Lieutenant Pay Comparison

Agency	Stations	Kelly Days	Salary
Boca Raton	8	-	\$79,736
St. Lucie County	17	17	\$79,495
West Palm	9	6	\$70,035
Palm Bay (PROPOSED)	6	6	\$67,280
Sanford	3	5	\$64,276
Osceola County	16	17	\$63,748
Orange County	77	6	\$62,695
Daytona Beach	7	-	\$62,045
Palm Bay (CURRENT)	6	6	\$60,613
Titusville	4	-	\$60,249
Indian River County	13	9	\$58,519
Cocoa	3	4	\$57,954
Brevard County	31	-	\$55,350
Melbourne	8	-	54,626
Cocoa Beach	2	-	\$54,432
Satellite Beach	1		\$45,422



Battalion Chief Pay Comparison

Agency	Stations	Kelly Days	Salary
West Palm	9	6	\$113,789
St. Lucie County	17	17	\$107,648
Boca Raton	8	-	\$94,097
Osceola County	16	17	\$84,314
Indian River County	13	9	\$84,168
Brevard County	31	-	\$83,510
Sanford	3	5	\$75,987
Palm Bay (PROPOSED)	6	6	\$75,597
Melbourne	8	-	\$74,410
Orange County	77	6	\$73,207
Palm Bay (CURRENT)	6	6	\$68,106
Cocoa Beach	2	-	\$63,043
Satellite Beach	1	-	\$48,619
Cocoa	3	4	-
Titusville	4	-	-
Daytona Beach	7	-	-



Officer Starting Salaries

Brevard County Agencies	
PB Y3*	\$58,544
PB Y2*	\$56,292
PB (PROPOSED)	\$53,612
BCSO (2025)	\$52,168
W. MELBOURNE PD	\$51,400
INDIATLANTIC	\$51,400
BCSO (2024)	\$50,648
PB (CURRENT)	\$50,577
ROCKLEDGE PD	\$50,000
MELBOURNE PD	\$46,134
COCOA PD	\$45,073

Regional Area Agencies	
West Palm Beach PD	\$68,312
PB Y3*	\$58,544
PB Y2*	\$56,292
Port St. Lucie PD	\$55,708
IRCSO	\$54,687
ORCSO	\$54,128
PB (PROPOSED)	\$53,612
St. Cloud PD	\$52,130
PB (CURRENT)	\$50,577

Sergeant Starting Salaries

Brevard County Agencies	
PB Y3*	\$82,612
PB Y2*	\$81,818
PB PROPOSED	\$80,259
PB CURRENT	\$73,419
BCSO (2025)	\$71,156
BCSO (2024)	\$69,076
W. MELBOURNE PD	\$68,425
ROCKLEDGE PD	\$65,000
MELBOURNE PD	\$64,813
COCOA PD	\$60,091
INDIALANTIC PD	\$57,398

Regional Area Agencies	
West Palm Beach PD	\$121,287
Port St. Lucie	\$91,063
PB Y3*	\$82,612
PB Y2*	\$81,818
IRCSO	\$81,168
ORCSO	\$80,787
PB PROPOSED	\$80,259
St Cloud	\$77,132
PB CURRENT	\$73,419

Lieutenant Starting Salaries

Brevard County Agencies	
PB Y3	\$100,558
PB Y2	\$99,592
PB Y1	\$97,695
PB CURRENT	\$87,883
COCOA PD	\$84,011
BCSO (2025)	\$82,700
BCSO (2024)	\$80,288
W. MELBOURNE PD	\$76,735
MELBOURNE PD	\$75,338
ROCKLEDGE PD	\$75,000
INDIALANTIC PD	\$74,799

Regional Area Agencies	
W Palm Beach	\$121,287
Port St. Lucie	\$107,188
ORCSO	\$101,480
PB Y3	\$100,558
IRCSO	\$99,983
PB Y2	\$99,592
PB Y1	\$97,695
PB Current	\$87,883
St Cloud	\$87,874

PALM BAY (CURRENT)				PB PROPOSED CONTRACT Y1 (6%) to base			PB PROPOSED CONTRACT Y2 (5%) to base			PB PROPOSED CONTRACT Y3 (4%) to base				
	OFC	SGT	LT	OFC	SGT	LT	OFC	SGT	LT	OFC	SGT	LT		
Step 1	\$50,577	\$73,419	\$87,883	\$53,612	\$80,259	\$97,695	\$56,292	\$81,818	\$99,592	\$58,544	\$82,612	\$100,558		
Step 2	\$52,094	\$75,621	\$90,520	\$55,220	\$82,667	\$100,625	\$57,981	\$84,272	\$102,579	\$60,300	\$85,090	\$103,575		
Step 3	\$53,657	\$77,890	\$93,235	\$56,877	\$85,147	\$103,644	\$59,720	\$86,800	\$105,657	\$62,109	\$87,643	\$106,682		
Step 4	\$55,267	\$80,226	\$96,032	\$58,583	\$87,701	\$106,753	\$61,512	\$89,404	\$108,826	\$63,972	\$90,272	\$109,883		
Step 5	\$56,952	\$82,633	\$98,913	\$60,340	\$90,332	\$109,956	\$63,357	\$92,086	\$112,091	\$65,892	\$92,981	\$113,179		
Step 6	\$58,632	\$85,112	\$101,881	\$62,151	\$93,042	\$113,255	\$65,258	\$94,849	\$115,454	\$67,868	\$95,770	\$116,575		
Step 7	\$60,391	\$87,666	\$104,937	\$64,015			\$67,216			\$69,904				
Step 8	\$62,203			\$65,936			\$69,232			\$72,002				
Step 9	\$64,069			\$67,914			\$71,309			\$74,162				
Step 10	\$65,991			\$69,951			\$73,449			\$76,386				
Step 11	\$67,971			\$72,050			\$75,652			\$78,678				
Step 12	\$70,010			\$74,211			\$77,922							
Step 13	\$72,110			\$76,437										

- Time in grade / no compression / 5% buffer