

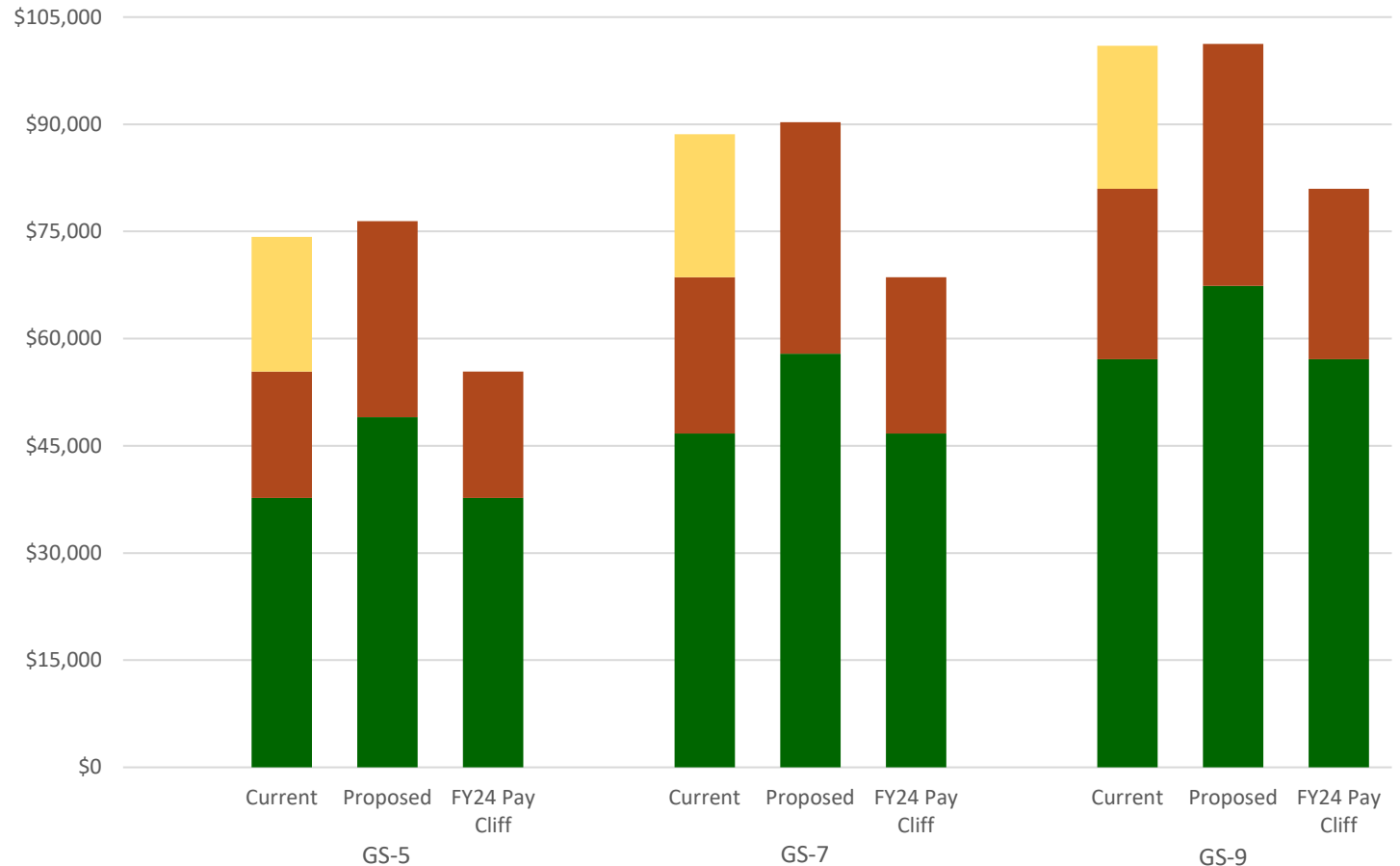
New Firefighter Pay Proposal: Estimated Total Compensation

Sample of the total annual compensation a firefighter would receive under the new proposal compared to what they currently receive under the Bipartisan Infrastructure Law (BIL) supplement and after September 30, 2023, when BIL funding runs out.

- **Annual Base Rate**
- **Estimated Incident Compensation**
(i.e., incident overtime, hazard pay, stand-by pay)
- **Bipartisan Infrastructure Law Supplemental Pay**

The supplemental pay provided through the Bipartisan Infrastructure Law will run out on September 30, 2023, at which time firefighters will face a pay cliff.

This chart was calculated assuming the firefighter lives in a “Rest of the United States” locality area, spends six weeks assigned to incidents and works 130 hours of **non-incident** overtime, which is common among wildland firefighters.



Incident Standby Pay

The new incident standby premium pay would provide 50% of the employee’s hourly rate of basic pay for designated rest hours while on assignment, including prescribed fire assignments.

Proposed wages are similar to those of non-federal wildland firefighters

The new special base rate, combined with overtime and incident standby premium pay brings federal wildland firefighter pay into alignment with state and local wildland firefighters.

Retirement

The proposed special base rate would increase retirement benefits. Base pay counts toward an employee’s retirement, but other premium pay will not, such as overtime and standby pay. The BIL supplemental pay does not count towards retirement.

Federal Wildland Firefighter Proposed Base Pay

The Challenge

Federal wildland firefighters are leaving the profession or accepting firefighting jobs with state or private organizations that offer better pay, benefits and work/life balance.

The Consequences

It is becoming more difficult than ever to staff critical positions. Should this trend continue, we risk not having enough staff to adequately respond to wildfires in the future.

The Proposal

The proposed salary table increases annual compensation to a level commensurate with state and private sector wildland firefighters and is similar to the amounts provided by the BIL pay supplement for GS-9 and below when combined with incident compensation. Total annual compensation would include a special base rate, overtime, hazardous pay and standby pay premiums.

Who This Helps

The new base pay gives larger pay increases to firefighters at lower GS levels who are in the greatest need. Base pay will count towards an employee's retirement, but other premium pay (i.e., incident overtime, hazard pay and standby pay) will not.

	Old Base Pay (w/o BIL Supplement)	Proposed New Permanent Base Pay**
GS-1	32,589	34,739
GS-2	33,241	38,236
GS-3	33,906	40,820
GS-4	34,584	44,812
GS-5	37,696	49,005
GS-6	42,022	53,367
GS-7	46,696	57,903
GS-8	51,713	62,573
GS-9	57,118	67,399
GS-10	62,898	72,334
GS-11	69,107	77,399
GS-12	82,830	90,285
GS-13	98,496	104,406
GS-14	116,393	119,884
GS-15	136,908	138,962

The yearly salary bump for GS-1 to GS-5 employees is less substantial compared to GS-6 to GS-15 employees because they are already under a special pay rate implemented by a 2021 executive order raising the federal minimum wage to \$15 an hour for federal workers.

This chart is based on a "Rest of the United States" locality pay, where 70% of wildland firefighters are stationed.