

# **Collective Bargaining Agreement**

Between the

**City of Auburn**

and the

**Auburn Firefighters Association  
(Local No. 797)**

July 1, 2013 – June 30, 2016

Addendum to Contract to reflect implementation of the EMS Transport Program

Agreement made this day \_\_\_\_\_ by the City of Auburn and Auburn Firefighters Association (Local 797, International Association of Firefighters, AFL-CIO) hereinafter referred to the Association to amend the 7/1/13 -6/30/16 collective bargaining agreement to reflect the implementation of the EMS Transport Service.

October 14, 2014 is the official implementation date of EMS Services and corresponds to the first week of operations of the EMS Division, as identified by a fully staffed EMS Rescue/Ambulance being available for transport service. The City and Association have met to discuss the impacts that the new EMS Transport has had on working conditions. The following EMS related provisions have been agreed upon and will be implemented as per the specific effective dates in the applicable section. The City and the Association acknowledge that other impacts may be identified within the remainder of the first year of implementation of the EMS Transport Program. The City and the Association reserve the right to bring new issues forward to Labor/Management Team for discussion and resolution. The Association agrees to notify the Fire Chief of any violations of the contract or violations of past practice resulting from the EMS Transport Program as soon as practical that the concern is known to the Association. The parties agree to set aside any grievances resulting from the EMS Transport until November 14, 2015.

### **EMS Licenses**

- Any state, region or department mandated EMS license upgrade or training for EMT and above shall either be provided by the department while on duty or be fully compensated by the City to include overtime, tuition, and books.
- The City shall provide an adequate training program to assure that all current EMS providers are able to achieve the Maine EMS required continuing education hours in order to renew their license.
- Paramedic hiring is preferred.
- New hires after January 1, 2015 are required to be a Paramedic within 3 years.
- Support for new hires and current employees that volunteer to attend Paramedic training.
  - Approved costs, fees, overtime and/or shift coverage needed for the firefighter to attend the Paramedic course or to maintain licensure shall be borne by the City.
  - Except as otherwise identified "Approved costs or fees" shall mean the cost of text books, registration, lab, testing, tolls and parking fees.

- A department vehicle and fuel shall be provided for travel or mileage for use of a personal vehicle shall be reimbursed at the prevailing city reimbursement rate (\$0.38 for 2014), but not less than 60% of the IRS standard mileage rate, from point of departure or duty station if training occurs on a scheduled duty day.
- Effective with the signing of this addendum, the Fire Department shall have a minimum Paramedic roster level of sixteen (16). Current Paramedics will be included as part of the roster. The increase to sixteen paramedics will be accomplished as new firefighters are hired. Paramedics shall be required to maintain their EMS license while part of the minimum Paramedic roster level. The most senior Paramedic will be removed from the Paramedic roster when his/her replacement has attained their Paramedic license. On a case by case basis, a firefighter may request a temporary reduction in their EMS license due to personal reasons. Any reduction would be discussed by the Labor Management Committee.

#### **Ambulance Assignment Incentive**

- A stipend of \$1.00 per hour shall be paid to each firefighter working on the Rescues/Ambulances. This stipend will be effective with the signing of this agreement.
- Increase the Paramedic pay according to the following schedule:
  - effective 4/6/15 by \$0.50 per hour (\$84.98/week to \$105.98/week);
  - effective 10/6/15 by \$0.50 per hour (\$126.98/week); and
  - effective 4/6/16 by \$0.50 per hour (\$147.98/week).

#### **Paramedic Roster Rules**

- Employees hired after January 1, 2015 shall obtain and continue to retain a paramedic license while part of the minimum Paramedic Roster. This includes complying with state mandated continuing education requirements. Maintenance of such licensure level required by this Article shall constitute a condition of employment and failure to maintain such required licensure shall be considered just cause for dismissal.
- Employees hired before January 1, 2015, shall continue to retain a paramedic license while part of the minimum Paramedic Roster. This includes complying with state mandated continuing education requirements. Any employee whose EMS license has lapsed or has been downgraded for failure to comply with continuing education requirements will forfeit their EMS pay and be reduced an amount equal to two (2) anniversary steps. If and when

the employee's license is reinstated, the employee will return to full pay and status.

- Paramedics may request to downgrade licensure under the following conditions:
  - There are a sufficient number of paramedics with less seniority which would allow the reduction to occur without negatively impacting minimum paramedic staffing levels.
  - The paramedic has experienced a catastrophic event, not of their own doing, that would prohibit them from continuing to perform as a paramedic safely. For example an incident that results in post traumatic stress.
  - Either occurrence will require an administrative review followed by discussion with the Labor/Management Group.

#### **Actions against the Providers License**

- Any employee whose EMS license is being investigated by MEMS shall notify the Chief or his designee immediately.
  - The employee shall maintain full pay and status pending the results of the MEMS investigation unless the State, Regional, and/or Department's Medical Director prohibits the employee from working in EMS or limits the capacity in which an employee can provide EMS.
  - In cases where the employee is prohibited from working in EMS, or has limits on their capacity in which they can provide EMS as a result of an internal action, the employee will be paid in accordance with their ability to perform EMS.
  - Providers hired after January 1, 2015 that are on the Paramedic Roster who are downgraded as an action of MEMS resulting from an investigation, regardless of duration, may be subject to termination.

#### **Article XIV, Section 2 Addition –**

- Any employee, who holds an EMS position under this Article, shall maintain their EMS license required for their permanent position.

Unless otherwise renegotiated, these provisions will be incorporated into the successor collective bargaining agreement.

**Signatures:**

Witnesses:

 \_\_\_\_\_

City of Auburn

By:  \_\_\_\_\_  
Howard Kroll, Acting City Manager

Date: 13 Apr 15 \_\_\_\_\_

Auburn Firefighters Association, Local  
797 of the International Association of  
Firefighters A.F.L.-C.I.O.

 \_\_\_\_\_

By:  \_\_\_\_\_  
Michael Scott, President

Date: 4/14/15 \_\_\_\_\_

FIRE FIGHTER WAGE SCHEDULE April 6, 2016 - June 30, 2016

		100.00% Inc.																																
		1st		2nd		3rd		4th		5th		6th		7th		8th		9th		10th		11th		12th		13th		14th		15th				
		Ann	Wkly	Ann	Wkly	Ann	Wkly	Ann	Wkly	Ann	Wkly	Ann	Wkly	Ann	Wkly	Ann	Wkly	Ann	Wkly	Ann	Wkly	Ann	Wkly	Ann	Wkly	Ann	Wkly	Ann	Wkly	Ann	Wkly			
PRIVATES	ENTRY	\$33,103.02	\$34,085.11	\$35,118.99	\$36,172.56	\$37,251.74	\$38,359.47	\$39,498.86	\$40,673.13	\$41,887.47	\$43,145.96	\$44,452.79	\$45,812.16	\$47,128.33	\$48,505.61	\$49,939.20	\$51,433.51	\$52,991.95	\$54,519.84	\$56,123.69	\$57,808.07	\$59,478.51	\$61,230.54	\$63,070.70	\$64,995.54	\$66,911.61	\$68,915.56	\$70,914.06	\$72,994.87	\$75,165.67	\$77,424.16	\$79,768.14	\$82,195.41	
	Annual	\$33,103.02	\$34,085.11	\$35,118.99	\$36,172.56	\$37,251.74	\$38,359.47	\$39,498.86	\$40,673.13	\$41,887.47	\$43,145.96	\$44,452.79	\$45,812.16	\$47,128.33	\$48,505.61	\$49,939.20	\$51,433.51	\$52,991.95	\$54,519.84	\$56,123.69	\$57,808.07	\$59,478.51	\$61,230.54	\$63,070.70	\$64,995.54	\$66,911.61	\$68,915.56	\$70,914.06	\$72,994.87	\$75,165.67	\$77,424.16	\$79,768.14	\$82,195.41	
	Weekly	\$693.60	\$698.99	\$737.98	\$753.67	\$770.24	\$787.81	\$806.39	\$825.15	\$844.19	\$863.51	\$883.20	\$903.26	\$923.69	\$944.50	\$965.69	\$987.26	\$1,009.21	\$1,031.54	\$1,054.26	\$1,077.37	\$1,100.87	\$1,124.76	\$1,149.04	\$1,173.72	\$1,198.80	\$1,224.19	\$1,249.89	\$1,275.90	\$1,302.32	\$1,329.15	\$1,356.39	\$1,384.04	\$1,412.10
PVT/BASIC	Hourly	\$15,151.71	\$16,041.81	\$16,980.81	\$17,972.28	\$18,918.87	\$19,923.74	\$20,988.23	\$22,014.79	\$23,105.74	\$24,263.78	\$25,490.39	\$26,788.80	\$28,151.51	\$29,581.31	\$31,081.10	\$32,653.81	\$34,292.24	\$35,999.41	\$37,778.24	\$39,631.65	\$41,562.64	\$43,574.33	\$45,660.84	\$47,826.39	\$49,975.19	\$52,201.56	\$54,508.81	\$56,891.26	\$59,353.31	\$61,898.47	\$64,529.24	\$67,249.24	\$70,052.16
	Annual	\$33,103.02	\$34,085.11	\$35,118.99	\$36,172.56	\$37,251.74	\$38,359.47	\$39,498.86	\$40,673.13	\$41,887.47	\$43,145.96	\$44,452.79	\$45,812.16	\$47,128.33	\$48,505.61	\$49,939.20	\$51,433.51	\$52,991.95	\$54,519.84	\$56,123.69	\$57,808.07	\$59,478.51	\$61,230.54	\$63,070.70	\$64,995.54	\$66,911.61	\$68,915.56	\$70,914.06	\$72,994.87	\$75,165.67	\$77,424.16	\$79,768.14	\$82,195.41	
	Weekly	\$693.60	\$698.99	\$737.98	\$753.67	\$770.24	\$787.81	\$806.39	\$825.15	\$844.19	\$863.51	\$883.20	\$903.26	\$923.69	\$944.50	\$965.69	\$987.26	\$1,009.21	\$1,031.54	\$1,054.26	\$1,077.37	\$1,100.87	\$1,124.76	\$1,149.04	\$1,173.72	\$1,198.80	\$1,224.19	\$1,249.89	\$1,275.90	\$1,302.32	\$1,329.15	\$1,356.39	\$1,384.04	\$1,412.10
PVT/INTERMEDIATE	Hourly	\$16,705.10	\$17,759.81	\$18,874.40	\$20,051.69	\$21,293.40	\$22,602.35	\$23,981.38	\$25,433.43	\$26,961.44	\$28,568.36	\$30,258.15	\$32,033.78	\$33,898.21	\$35,855.50	\$37,908.61	\$40,060.50	\$42,315.15	\$44,676.54	\$47,147.64	\$49,732.44	\$52,435.93	\$55,262.11	\$58,215.08	\$61,298.84	\$64,518.50	\$67,879.17	\$71,375.06	\$75,001.49	\$78,764.68	\$82,669.84	\$86,822.29	\$91,128.64	\$95,583.41
	Annual	\$36,484.02	\$37,477.11	\$38,499.99	\$39,553.56	\$40,638.74	\$41,756.47	\$42,907.73	\$44,093.54	\$45,314.91	\$46,572.93	\$47,868.69	\$49,205.55	\$50,587.22	\$52,018.39	\$53,493.61	\$55,017.50	\$56,594.67	\$58,219.84	\$59,897.84	\$61,624.39	\$63,405.14	\$65,243.81	\$67,145.11	\$69,114.86	\$71,157.99	\$73,280.52	\$75,478.47	\$77,747.87	\$80,084.96	\$82,495.90	\$84,977.94	\$87,527.44	
	Weekly	\$701.62	\$720.71	\$740.38	\$760.65	\$781.51	\$803.01	\$825.15	\$847.95	\$871.44	\$895.63	\$920.55	\$946.22	\$972.65	\$1,000.00	\$1,028.24	\$1,057.37	\$1,087.40	\$1,118.34	\$1,150.19	\$1,182.96	\$1,216.65	\$1,251.27	\$1,286.84	\$1,323.37	\$1,360.87	\$1,399.35	\$1,438.83	\$1,479.31	\$1,520.80	\$1,563.30	\$1,606.81	\$1,651.34	
PVT/PARAMEDIC	Hourly	\$18,187.10	\$19,187.81	\$20,254.40	\$21,389.69	\$22,595.40	\$23,874.35	\$25,228.38	\$26,659.43	\$28,169.44	\$29,760.36	\$31,434.11	\$33,193.66	\$35,041.91	\$36,981.81	\$39,016.24	\$41,148.19	\$43,370.68	\$45,686.71	\$48,099.28	\$50,611.41	\$53,226.01	\$55,946.10	\$58,774.79	\$61,715.10	\$64,770.14	\$67,943.03	\$71,237.88	\$74,658.81	\$78,209.94	\$81,895.49	\$85,719.88	\$89,687.44	\$93,792.61
	Annual	\$40,908.41	\$41,901.50	\$42,924.39	\$43,977.95	\$45,063.13	\$46,180.86	\$47,332.13	\$48,517.93	\$49,738.31	\$50,997.32	\$52,298.08	\$53,634.59	\$55,010.84	\$56,431.81	\$57,892.40	\$59,397.61	\$60,940.44	\$62,524.81	\$64,153.74	\$65,831.15	\$67,551.04	\$69,317.43	\$71,133.33	\$73,002.74	\$74,929.77	\$76,908.54	\$78,943.17	\$81,037.78	\$83,195.49	\$85,419.42	\$87,703.81	\$90,059.88	
	Weekly	\$782.10	\$803.20	\$824.39	\$845.73	\$867.30	\$889.10	\$911.23	\$933.64	\$956.33	\$979.32	\$1,002.61	\$1,026.29	\$1,050.37	\$1,074.85	\$1,100.00	\$1,125.90	\$1,152.57	\$1,179.99	\$1,208.19	\$1,237.19	\$1,266.99	\$1,297.59	\$1,328.99	\$1,361.29	\$1,394.49	\$1,428.59	\$1,463.59	\$1,500.00	\$1,537.80	\$1,577.00	\$1,617.60	\$1,659.60	
LEUTENANTS	Hourly	\$18,280.00	\$19,307.81	\$20,407.60	\$21,583.39	\$22,838.10	\$24,175.65	\$25,599.96	\$27,115.05	\$28,715.84	\$30,406.34	\$32,191.57	\$34,076.56	\$36,056.31	\$38,134.84	\$40,317.17	\$42,608.31	\$45,012.26	\$47,534.14	\$50,178.97	\$52,951.76	\$55,858.61	\$58,894.54	\$61,964.67	\$65,164.10	\$68,498.04	\$71,971.59	\$75,580.96	\$79,331.37	\$83,229.04	\$87,279.29	\$91,477.44	\$95,829.81	\$100,342.81
	Annual	\$39,879.91	\$41,076.31	\$42,308.60	\$43,577.86	\$44,885.19	\$46,231.75	\$47,618.70	\$49,047.26	\$50,518.68	\$52,034.24	\$53,598.08	\$55,214.31	\$56,877.04	\$58,581.27	\$60,331.00	\$62,121.33	\$63,956.36	\$65,831.20	\$67,750.85	\$69,710.31	\$71,714.58	\$73,767.77	\$75,874.89	\$78,040.96	\$80,261.10	\$82,541.33	\$84,876.67	\$87,272.24	\$89,734.17	\$92,257.60	\$94,847.75	\$97,500.84	
	Weekly	\$766.92	\$789.93	\$813.63	\$838.16	\$863.51	\$889.67	\$915.74	\$943.22	\$971.51	\$1,000.66	\$1,030.68	\$1,061.60	\$1,093.41	\$1,126.11	\$1,159.79	\$1,194.46	\$1,230.13	\$1,266.81	\$1,304.50	\$1,343.20	\$1,382.91	\$1,423.63	\$1,465.36	\$1,508.10	\$1,551.85	\$1,596.61	\$1,642.38	\$1,689.16	\$1,736.95	\$1,785.75	\$1,835.56	\$1,886.38	
LT/BASIC	Hourly	\$19,282.31	\$20,349.75	\$21,493.04	\$22,715.19	\$24,019.10	\$25,407.71	\$26,884.04	\$28,451.13	\$30,112.00	\$31,870.68	\$33,721.17	\$35,667.50	\$37,712.71	\$39,860.84	\$42,114.91	\$44,478.04	\$46,953.26	\$49,544.69	\$52,255.44	\$55,089.63	\$58,050.28	\$61,141.43	\$64,367.19	\$67,731.67	\$71,238.98	\$74,883.24	\$78,669.57	\$82,592.10	\$86,655.04	\$90,862.61	\$95,219.14	\$99,729.96	\$104,399.51
	Annual	\$42,134.36	\$43,330.75	\$44,563.04	\$45,832.30	\$47,139.64	\$48,486.19	\$49,873.15	\$51,301.71	\$52,773.12	\$54,288.68	\$55,849.56	\$57,459.89	\$59,122.78	\$60,842.24	\$62,613.39	\$64,439.26	\$66,324.97	\$68,274.54	\$70,292.08	\$72,371.61	\$74,517.14	\$76,733.78	\$79,026.64	\$81,400.84	\$83,861.49	\$86,403.71	\$89,031.64	\$91,750.41	\$94,565.16	\$97,471.03	\$100,473.28	\$103,576.17	\$106,774.94
	Weekly	\$802.28	\$833.28	\$864.60	\$896.26	\$928.29	\$960.63	\$993.37	\$1,026.51	\$1,060.06	\$1,094.01	\$1,128.36	\$1,163.11	\$1,198.26	\$1,233.81	\$1,269.76	\$1,306.11	\$1,342.86	\$1,380.01	\$1,417.56	\$1,455.51	\$1,493.86	\$1,532.61	\$1,571.76	\$1,611.31	\$1,651.26	\$1,691.61	\$1,732.36	\$1,773.51	\$1,815.06	\$1,857.01	\$1,899.36	\$1,942.11	\$1,985.26
LT/INTERMEDIATE	Hourly	\$43,280.91	\$44,457.31	\$45,689.60	\$46,969.86	\$48,298.19	\$49,675.75	\$51,103.70	\$52,586.26	\$54,118.61	\$55,704.17	\$57,346.14	\$59,047.63	\$60,812.76	\$62,645.64	\$64,549.47	\$66,528.26	\$68,576.01	\$70,696.74	\$72,894.47	\$75,173.20	\$77,527.04	\$80,000.00	\$82,606.19	\$85,339.64	\$88,105.47	\$91,008.70	\$94,044.35	\$97,217.44	\$100,533.09	\$104,006.54	\$107,642.91	\$111,447.34	\$115,426.97
	Annual	\$43,280.91	\$44,457.31	\$45,689.60	\$46,969.86	\$48,298.19	\$49,675.75	\$51,103.70	\$52,586.26	\$54,118.61	\$55,704.17	\$57,346.14	\$59,047.63	\$60,812.76	\$62,645.64	\$64,549.47	\$66,528.26	\$68,576.01	\$70,696.74	\$72,894.47	\$75,173.20	\$77,527.04	\$80,000.00	\$82,606.19	\$85,339.64	\$88,105.47	\$91,008.70	\$94,044.35	\$97,217.44	\$100,533.09	\$104,006.54	\$107,642.91	\$111,447.34	\$115,426.97
	Weekly	\$831.94	\$864.95	\$898.23	\$931.83	\$965.56	\$999.53	\$1,033.74	\$1,068.20	\$1,102.91	\$1,137.88	\$1,173.11	\$1,208.60	\$1,244.35	\$1,280.36	\$1,316.63	\$1,353.16	\$1,390.00	\$1,427.15	\$1,464.61	\$1,502.38	\$1,540.46	\$1,578.85	\$1,617.55	\$1,656.56	\$1,695.88	\$1,735.51	\$1,775.45	\$1,815.70	\$1,856.26	\$1,897.13	\$1,938.31	\$1,979.80	\$2,021.60
LT/PARAMEDIC	Hourly	\$21,833.39	\$22,981.70	\$24,173.99	\$25,413.26	\$26,703.51	\$28,047.76	\$29,449.01	\$30,909.26	\$32,430.51	\$34,015.76	\$35,658.01	\$37,360.26	\$39,125.51	\$40,956.76	\$42,857.01	\$44,829.26	\$46,875.51	\$48,999.76	\$51,205.01	\$53,595.26	\$56,073.51	\$58,643.76	\$61,309.01	\$64,074.26	\$66,943.51	\$69,910.76	\$73,000.01	\$76,226.26	\$79,593.51	\$83,105.76	\$86,767.01	\$90,472.26	\$94,324.51
	Annual	\$47,685.31	\$48,881.70	\$50,113.99	\$51,383.26	\$52,693.51	\$54,047.76	\$55,449.01	\$56,899.26	\$58,399.51	\$59,949.76	\$61,553.01	\$63,212.26	\$64,929.51	\$66,707.76	\$68,550.01	\$70,460.26	\$72,440.51	\$74,493.76	\$76,623.01	\$78,831.26	\$81,122.51	\$83,500.76	\$85,969.01	\$88,531.26	\$91,182.51	\$93,926.76	\$96,767.01	\$99,707.26	\$102,741.51	\$105,873.76	\$109,108.01	\$112,549.26	
	Weekly	\$917.03	\$940.03	\$963.73	\$988.14	\$1,013.26	\$1,039.18	\$1,065.85	\$1,093.32	\$1,121.62	\$1,150.76	\$1,180.76	\$1,211.60	\$1,243.35	\$1,276.00	\$1,309.55	\$1,344.00	\$1,379.35	\$1,415.60	\$1,452.75	\$1,490.80	\$1,529.75	\$1,569.60	\$1,610.35	\$1,651.90	\$1,694.35	\$1,737.70	\$1,781.95	\$1,827.10	\$1,873.15	\$1,919.10	\$1,965.95	\$2,013.70	\$2,062.35
CAPTAINS	Hourly																																	





FIRE FIGHTER WAGE SCHEDULE July 1, 2015 - October 5, 2015

		102.00% Inc														
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th	14th	15th
ENTRYS	Anniv	Anniv	Anniv	Anniv	Anniv	Anniv	Anniv	Anniv	Anniv	Anniv	Anniv	Anniv	Anniv	Anniv	Anniv	Anniv
PRIVATE	Annual	\$33,103.02	\$34,096.11	\$35,118.99	\$36,172.56	\$37,257.74	\$38,375.47	\$39,526.73	\$40,712.54	\$41,933.91	\$43,191.93	\$44,487.69	\$45,822.32	\$47,196.99	\$48,612.90	\$50,071.28
	Weekly	\$636.60	\$655.69	\$675.37	\$695.63	\$716.49	\$737.99	\$760.13	\$782.93	\$806.42	\$830.61	\$855.53	\$881.20	\$907.63	\$934.86	\$962.91
	Hourly	\$15,157.1	\$15,618	\$16,080	\$16,5625	\$17,0594	\$17,5712	\$18,0993	\$18,6413	\$19,2005	\$19,7765	\$20,3698	\$20,9809	\$21,6103	\$22,2587	\$22,9264
PVT/BASIC	Annual	\$35,357.46	\$36,350.55	\$37,373.44	\$38,427.01	\$39,512.18	\$40,629.91	\$41,781.18	\$42,966.98	\$44,189.36	\$45,448.37	\$46,742.13	\$48,076.76	\$49,451.26	\$50,867.31	\$52,325.53
	Weekly	\$679.95	\$699.05	\$718.72	\$738.98	\$759.85	\$781.34	\$803.48	\$826.29	\$849.78	\$873.97	\$898.89	\$924.55	\$950.99	\$978.22	\$1,006.28
	Hourly	\$16,189.3	\$16,6440	\$17,1124	\$17,5948	\$18,0917	\$18,6034	\$19,1306	\$19,6735	\$20,2328	\$20,8088	\$21,4021	\$22,0132	\$22,6425	\$23,2909	\$23,9586
PVT/INTERMEDIAT	Annual	\$36,484.02	\$37,477.11	\$38,499.99	\$39,553.56	\$40,638.74	\$41,756.47	\$42,907.73	\$44,093.54	\$45,314.91	\$46,572.93	\$47,868.69	\$49,203.32	\$50,578.02	\$51,993.94	\$53,452.24
	Weekly	\$701.62	\$720.71	\$740.38	\$760.65	\$781.51	\$803.01	\$825.15	\$847.95	\$871.44	\$895.63	\$920.55	\$946.22	\$972.65	\$999.88	\$1,027.93
	Hourly	\$16,705.1	\$17,1598	\$17,6282	\$18,1106	\$18,6075	\$19,1193	\$19,6464	\$20,1893	\$20,7486	\$21,3246	\$21,9179	\$22,5290	\$23,1584	\$23,8068	\$24,4745
PVT/PARAMEDIC	Annual	\$38,724.41	\$39,717.50	\$40,740.39	\$41,793.95	\$42,879.13	\$43,996.86	\$45,148.13	\$46,333.93	\$47,555.31	\$48,813.32	\$50,109.08	\$51,443.71	\$52,818.15	\$54,234.06	\$55,692.52
	Weekly	\$744.70	\$763.80	\$783.47	\$803.73	\$824.60	\$846.09	\$868.23	\$891.04	\$914.53	\$938.72	\$963.64	\$989.30	\$1,015.73	\$1,042.96	\$1,070.01
	Hourly	\$17,7310	\$18,1857	\$18,6540	\$19,1364	\$19,6333	\$20,1451	\$20,6722	\$21,2152	\$21,7744	\$22,3504	\$22,9437	\$23,5548	\$24,1841	\$24,8324	\$25,5002
LIEUTENANTS	Annual	\$39,879.91	\$41,076.31	\$42,308.60	\$43,577.86	\$44,885.19	\$46,231.75	\$47,618.70	\$49,047.26	\$50,518.68	\$52,034.24	\$53,595.27	\$55,203.13	\$56,858.13	\$58,561.55	\$60,314.44
	Weekly	\$766.92	\$789.93	\$813.63	\$838.04	\$863.18	\$889.07	\$915.74	\$943.22	\$971.51	\$1,000.66	\$1,030.68	\$1,061.60	\$1,093.45	\$1,126.24	\$1,159.99
	Hourly	\$18,2600	\$18,8078	\$19,3721	\$19,9532	\$20,5518	\$21,1684	\$21,8034	\$22,4575	\$23,1313	\$23,8252	\$24,5400	\$25,2762	\$26,0344	\$26,8161	\$27,6214
LT/BASIC	Annual	\$42,134.36	\$43,330.75	\$44,563.04	\$45,832.30	\$47,139.64	\$48,486.19	\$49,873.15	\$51,301.71	\$52,773.12	\$54,288.68	\$55,849.58	\$57,457.08	\$59,112.40	\$60,816.55	\$62,570.55
	Weekly	\$810.28	\$833.28	\$856.98	\$881.39	\$906.53	\$932.43	\$959.10	\$986.57	\$1,014.87	\$1,044.01	\$1,074.03	\$1,104.94	\$1,136.77	\$1,169.55	\$1,203.28
	Hourly	\$19,2923	\$19,8401	\$20,4043	\$20,9855	\$21,5841	\$22,2006	\$22,8357	\$23,4898	\$24,1635	\$24,8575	\$25,5722	\$26,3082	\$27,0661	\$27,8473	\$28,6518
LT/INTERMEDIATE	Annual	\$43,260.91	\$44,457.31	\$45,689.60	\$46,958.86	\$48,266.19	\$49,612.75	\$50,999.70	\$52,428.26	\$53,899.66	\$55,415.24	\$56,976.33	\$58,584.24	\$60,240.24	\$61,945.55	\$63,699.91
	Weekly	\$831.94	\$854.95	\$878.65	\$903.05	\$928.20	\$954.09	\$980.76	\$1,008.24	\$1,036.53	\$1,065.68	\$1,095.70	\$1,126.62	\$1,158.47	\$1,191.28	\$1,225.05
	Hourly	\$19,8081	\$20,3559	\$20,9201	\$21,5013	\$22,0999	\$22,7165	\$23,3515	\$24,0056	\$24,6793	\$25,3733	\$26,0881	\$26,8243	\$27,5825	\$28,3547	\$29,1401
LT/PARAMEDIC	Annual	\$45,501.31	\$46,697.70	\$47,929.99	\$49,199.25	\$50,506.59	\$51,853.14	\$53,240.10	\$54,668.66	\$56,140.07	\$57,655.63	\$59,216.51	\$60,824.40	\$62,480.55	\$64,185.95	\$65,941.55
	Weekly	\$875.03	\$898.03	\$921.73	\$946.14	\$971.28	\$997.18	\$1,023.85	\$1,051.32	\$1,079.62	\$1,108.76	\$1,138.78	\$1,169.70	\$1,201.55	\$1,234.35	\$1,268.11
	Hourly	\$20,8399	\$21,3817	\$21,9460	\$22,5271	\$23,1297	\$23,7423	\$24,3773	\$25,0314	\$25,7052	\$26,3991	\$27,1138	\$27,8500	\$28,6083	\$29,3897	\$30,1941

<b>CAPTAINS</b>	
Annual	\$44,247.98
Weekly	\$850.92
Hourly	\$20.2601
Annual	\$45,575.42
Weekly	\$876.45
Hourly	\$20.8679
Annual	\$46,942.88
Weekly	\$902.74
Hourly	\$21.4939
Annual	\$48,360.97
Weekly	\$929.83
Hourly	\$22.1387
Annual	\$49,801.49
Weekly	\$957.72
Hourly	\$22.8029
Annual	\$51,295.54
Weekly	\$986.45
Hourly	\$23.4870
Annual	\$52,834.41
Weekly	\$1,016.05
Hourly	\$24.1916
Annual	\$54,419.44
Weekly	\$1,046.53
Hourly	\$24.9173
Annual	\$56,052.02
Weekly	\$1,077.92
Hourly	\$25.6648
Annual	\$57,733.58
Weekly	\$1,110.26
Hourly	\$26.4348
Annual	\$59,465.59
Weekly	\$1,143.57
Hourly	\$27.2278
Annual	\$61,249.56
Weekly	\$1,177.88
Hourly	\$28.0447
Annual	\$61,249.56
Weekly	\$1,177.88
Hourly	\$28.0447
Annual	\$63,087.04
Weekly	\$1,213.21
Hourly	\$28.8990

<b>CAPTAINS</b>	
Annual	\$46,502.43
Weekly	\$894.28
Hourly	\$21.2923
Annual	\$47,829.87
Weekly	\$919.81
Hourly	\$21.9001
Annual	\$49,197.13
Weekly	\$946.10
Hourly	\$22.5282
Annual	\$50,605.41
Weekly	\$973.18
Hourly	\$23.1710
Annual	\$52,055.94
Weekly	\$1,001.08
Hourly	\$23.8351
Annual	\$53,549.98
Weekly	\$1,029.81
Hourly	\$24.5192
Annual	\$55,088.95
Weekly	\$1,059.40
Hourly	\$25.2238
Annual	\$56,673.88
Weekly	\$1,089.88
Hourly	\$25.9496
Annual	\$58,308.47
Weekly	\$1,121.28
Hourly	\$26.6971
Annual	\$59,988.03
Weekly	\$1,153.62
Hourly	\$27.4670
Annual	\$61,719.89
Weekly	\$1,186.92
Hourly	\$28.2600
Annual	\$63,504.01
Weekly	\$1,221.23
Hourly	\$29.0769
Annual	\$63,504.01
Weekly	\$1,221.23
Hourly	\$29.0769
Annual	\$64,341.33
Weekly	\$1,256.56
Hourly	\$29.9182

<b>CAPTAIN/INTERMEDIA</b>	
Annual	\$47,628.98
Weekly	\$915.94
Hourly	\$21.8081
Annual	\$48,956.42
Weekly	\$941.47
Hourly	\$22.4159
Annual	\$50,323.88
Weekly	\$967.76
Hourly	\$23.0420
Annual	\$51,731.96
Weekly	\$994.85
Hourly	\$23.6888
Annual	\$53,182.49
Weekly	\$1,022.74
Hourly	\$24.3510
Annual	\$54,676.54
Weekly	\$1,051.47
Hourly	\$25.0350
Annual	\$56,215.40
Weekly	\$1,081.07
Hourly	\$25.7397
Annual	\$57,800.44
Weekly	\$1,111.55
Hourly	\$26.4654
Annual	\$59,433.02
Weekly	\$1,142.94
Hourly	\$27.2129
Annual	\$61,114.58
Weekly	\$1,175.28
Hourly	\$27.9629
Annual	\$62,846.64
Weekly	\$1,208.59
Hourly	\$28.7789
Annual	\$64,630.62
Weekly	\$1,242.90
Hourly	\$29.5928
Annual	\$64,630.62
Weekly	\$1,242.90
Hourly	\$29.5928
Annual	\$66,467.97
Weekly	\$1,278.23
Hourly	\$30.4341

<b>CAPT/PARAMEDIC</b>	
Annual	\$49,869.38
Weekly	\$959.03
Hourly	\$22.8340
Annual	\$51,198.82
Weekly	\$984.55
Hourly	\$23.4418
Annual	\$52,564.08
Weekly	\$1,010.55
Hourly	\$24.0678
Annual	\$53,972.36
Weekly	\$1,037.93
Hourly	\$24.7126
Annual	\$55,422.89
Weekly	\$1,065.86
Hourly	\$25.3788
Annual	\$56,916.93
Weekly	\$1,094.36
Hourly	\$26.0609
Annual	\$58,455.90
Weekly	\$1,124.19
Hourly	\$26.7655
Annual	\$60,040.83
Weekly	\$1,154.63
Hourly	\$27.4912
Annual	\$61,673.42
Weekly	\$1,186.03
Hourly	\$28.2387
Annual	\$63,354.98
Weekly	\$1,219.36
Hourly	\$29.0087
Annual	\$65,086.90
Weekly	\$1,253.67
Hourly	\$29.8017
Annual	\$66,870.75
Weekly	\$1,288.99
Hourly	\$30.6185
Annual	\$66,870.75
Weekly	\$1,288.99
Hourly	\$30.6185
Annual	\$68,708.23
Weekly	\$1,324.31
Hourly	\$31.4598

<b>BATTALION CHIEF</b>	
Annual	\$50,721.67
Weekly	\$975.42
Hourly	\$23.2242
Annual	\$52,243.32
Weekly	\$1,004.68
Hourly	\$23.9209
Annual	\$53,810.62
Weekly	\$1,034.82
Hourly	\$24.6386
Annual	\$55,424.94
Weekly	\$1,065.86
Hourly	\$25.3777
Annual	\$57,087.69
Weekly	\$1,097.84
Hourly	\$26.1391
Annual	\$58,800.32
Weekly	\$1,130.78
Hourly	\$26.9232
Annual	\$60,564.33
Weekly	\$1,164.70
Hourly	\$27.7309
Annual	\$62,381.26
Weekly	\$1,199.64
Hourly	\$28.5628
Annual	\$64,252.69
Weekly	\$1,235.63
Hourly	\$29.4197
Annual	\$66,180.27
Weekly	\$1,272.70
Hourly	\$30.3023
Annual	\$68,165.68
Weekly	\$1,310.88
Hourly	\$31.2114
Annual	\$68,165.68
Weekly	\$1,310.88
Hourly	\$31.2114
Annual	\$70,210.65
Weekly	\$1,350.20
Hourly	\$32.1477

<b>BC/BASIC</b>	
Annual	\$52,976.11
Weekly	\$1,018.77
Hourly	\$24.2655
Annual	\$54,497.76
Weekly	\$1,048.03
Hourly	\$24.9532
Annual	\$56,065.06
Weekly	\$1,078.17
Hourly	\$25.6708
Annual	\$57,679.38
Weekly	\$1,109.22
Hourly	\$26.4100
Annual	\$59,342.13
Weekly	\$1,141.19
Hourly	\$27.1713
Annual	\$61,054.76
Weekly	\$1,174.13
Hourly	\$27.9555
Annual	\$62,818.77
Weekly	\$1,208.05
Hourly	\$28.7632
Annual	\$64,635.70
Weekly	\$1,242.99
Hourly	\$29.5951
Annual	\$66,507.14
Weekly	\$1,278.98
Hourly	\$30.4520
Annual	\$68,434.57
Weekly	\$1,316.05
Hourly	\$31.3345
Annual	\$70,420.12
Weekly	\$1,354.23
Hourly	\$32.2436
Annual	\$70,420.12
Weekly	\$1,354.23
Hourly	\$32.2436
Annual	\$72,464.90
Weekly	\$1,393.56
Hourly	\$33.1789

<b>BC/INTERMEDIATE</b>	
Annual	\$54,102.67
Weekly	\$1,040.44
Hourly	\$24.7723
Annual	\$55,624.32
Weekly	\$1,069.70
Hourly	\$25.4690
Annual	\$57,191.62
Weekly	\$1,099.84
Hourly	\$26.1866
Annual	\$58,805.94
Weekly	\$1,130.88
Hourly	\$26.9258
Annual	\$60,468.69
Weekly	\$1,162.86
Hourly	\$27.6871
Annual	\$62,181.32
Weekly	\$1,195.79
Hourly	\$28.4713
Annual	\$63,945.33
Weekly	\$1,229.72
Hourly	\$29.2790
Annual	\$65,762.26
Weekly	\$1,264.66
Hourly	\$30.1109
Annual	\$67,633.69
Weekly	\$1,300.65
Hourly	\$30.9678
Annual	\$69,561.31
Weekly	\$1,337.72
Hourly	\$31.8504
Annual	\$71,546.70
Weekly	\$1,375.90
Hourly	\$32.7595
Annual	\$71,546.70
Weekly	\$1,375.90
Hourly	\$32.7595
Annual	\$73,591.47
Weekly	\$1,414.92
Hourly	\$33.6957

<b>BC/PARAMEDIC</b>	
Annual	\$56,343.06
Weekly	\$1,089.52
Hourly	\$25.7981
Annual	\$57,864.71
Weekly	\$1,112.78
Hourly	\$26.4948
Annual	\$59,432.01
Weekly	\$1,142.92
Hourly	\$27.2125
Annual	\$61,046.33
Weekly	\$1,173.97
Hourly	\$27.9516
Annual	\$62,709.08
Weekly	\$1,205.94
Hourly	\$28.7129
Annual	\$64,421.71
Weekly	\$1,238.88
Hourly	\$29.4971
Annual	\$66,185.72
Weekly	\$1,272.80
Hourly	\$30.3048
Annual	\$68,002.65
Weekly	\$1,307.74
Hourly	\$31.1367
Annual	\$69,874.09
Weekly	\$1,343.73
Hourly	\$31.9936
Annual	\$71,801.46
Weekly	\$1,380.80
Hourly	\$32.8761
Annual	\$73,786.79
Weekly	\$1,418.98
Hourly	\$33.7852
Annual	\$73,786.79
Weekly	\$1,418.98
Hourly	\$33.7852
Annual	\$75,831.66
Weekly	\$1,458.30
Hourly	\$34.7215



FIRE FIGHTER WAGE SCHEDULE October 6, 2015 - April 5, 2016

		100.00% Inc.															
		ENTRY	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th	14th	15th
		Annul	Annul	Annul	Annul	Annul	Annul	Annul	Annul	Annul	Annul	Annul	Annul	Annul	Annul	Annul	Annul
PRIVATE	Annual	\$33,103.02	\$34,006.11	\$35,118.89	\$36,472.56	\$37,257.74	\$38,375.47	\$39,526.73	\$40,712.54	\$41,933.91	\$43,191.93	\$44,487.69	\$45,822.32	\$47,198.99	\$48,616.90	\$50,087.31	\$51,609.26
	Weekly	\$839.60	\$865.69	\$897.37	\$925.63	\$951.49	\$977.39	\$1,003.15	\$1,028.91	\$1,054.67	\$1,080.43	\$1,106.19	\$1,131.95	\$1,157.71	\$1,183.47	\$1,209.23	\$1,235.00
	Hourly	\$19,157.1	\$19,611.8	\$19,960.1	\$20,312.5	\$20,669.4	\$21,031.2	\$21,398.4	\$21,771.5	\$22,150.1	\$22,534.7	\$22,925.9	\$23,323.4	\$23,727.8	\$24,139.8	\$24,559.1	\$24,985.4
PVT/PARAMEDIC	Annual	\$39,816.41	\$40,809.50	\$41,832.29	\$42,886.95	\$43,971.13	\$45,088.86	\$46,231.75	\$47,418.70	\$48,647.26	\$49,918.68	\$51,231.71	\$52,597.82	\$53,916.55	\$55,288.42	\$56,713.56	\$58,193.56
	Weekly	\$766.92	\$789.93	\$813.63	\$838.04	\$863.18	\$889.07	\$915.74	\$943.22	\$971.51	\$1,000.66	\$1,030.68	\$1,061.60	\$1,093.45	\$1,126.20	\$1,159.87	\$1,194.47
	Hourly	\$18,260.00	\$18,807.8	\$19,372.1	\$19,953.2	\$20,551.8	\$21,168.4	\$21,803.4	\$22,457.5	\$23,131.3	\$23,825.2	\$24,540.0	\$25,276.2	\$26,034.4	\$26,815.6	\$27,620.0	\$28,447.6
LIEUTENANTS	Annual	\$39,879.91	\$41,076.31	\$42,308.60	\$43,577.86	\$44,885.19	\$46,231.75	\$47,618.70	\$49,047.26	\$50,518.68	\$52,034.24	\$53,595.27	\$55,203.13	\$56,858.22	\$58,561.56	\$60,313.56	\$62,115.56
	Weekly	\$766.92	\$789.93	\$813.63	\$838.04	\$863.18	\$889.07	\$915.74	\$943.22	\$971.51	\$1,000.66	\$1,030.68	\$1,061.60	\$1,093.45	\$1,126.20	\$1,159.87	\$1,194.47
	Hourly	\$18,260.00	\$18,807.8	\$19,372.1	\$19,953.2	\$20,551.8	\$21,168.4	\$21,803.4	\$22,457.5	\$23,131.3	\$23,825.2	\$24,540.0	\$25,276.2	\$26,034.4	\$26,815.6	\$27,620.0	\$28,447.6
LTI/BASIC	Annual	\$42,134.36	\$43,330.75	\$44,563.04	\$45,832.30	\$47,139.64	\$48,486.19	\$49,873.15	\$51,301.71	\$52,773.12	\$54,288.68	\$55,849.58	\$57,457.08	\$59,112.56	\$60,816.40	\$62,569.16	\$64,371.36
	Weekly	\$810.28	\$833.28	\$856.98	\$881.39	\$906.53	\$932.43	\$959.10	\$986.57	\$1,014.87	\$1,044.01	\$1,074.03	\$1,104.94	\$1,136.70	\$1,169.30	\$1,202.75	\$1,237.00
	Hourly	\$19,292.3	\$19,840.1	\$20,404.3	\$20,985.5	\$21,584.1	\$22,200.6	\$22,855.2	\$23,539.7	\$24,254.2	\$24,999.7	\$25,776.2	\$26,584.7	\$27,425.2	\$28,298.7	\$29,205.2	\$30,146.7
LTI/INTERMEDIATE	Annual	\$43,260.91	\$44,457.31	\$45,698.60	\$46,985.86	\$48,319.19	\$49,698.27	\$51,123.75	\$52,597.82	\$54,120.88	\$55,692.52	\$57,313.24	\$58,983.56	\$60,704.96	\$62,477.96	\$64,303.04	\$66,180.64
	Weekly	\$831.94	\$854.95	\$878.65	\$903.05	\$928.20	\$954.09	\$980.78	\$1,008.26	\$1,036.55	\$1,065.68	\$1,095.70	\$1,126.62	\$1,158.40	\$1,191.00	\$1,224.45	\$1,258.70
	Hourly	\$19,809.1	\$20,359.9	\$20,920.1	\$21,501.3	\$22,103.9	\$22,728.9	\$23,376.1	\$24,046.5	\$24,740.1	\$25,457.9	\$26,200.1	\$26,967.9	\$27,761.3	\$28,581.3	\$29,428.1	\$30,302.9
LTI/PARAMEDIC	Annual	\$46,593.31	\$47,789.70	\$49,021.99	\$50,291.25	\$51,598.59	\$52,945.14	\$54,332.10	\$55,760.66	\$57,232.07	\$58,747.63	\$60,308.51	\$61,916.40	\$63,571.80	\$65,275.20	\$67,027.16	\$68,827.16
	Weekly	\$896.03	\$919.03	\$942.73	\$967.14	\$992.28	\$1,018.18	\$1,044.85	\$1,072.32	\$1,100.62	\$1,129.76	\$1,159.78	\$1,190.70	\$1,222.55	\$1,255.25	\$1,288.80	\$1,323.20
	Hourly	\$21,339.9	\$21,881.7	\$22,446.0	\$23,022.1	\$23,620.7	\$24,242.3	\$24,877.3	\$25,536.4	\$26,220.2	\$26,929.4	\$27,664.8	\$28,427.6	\$29,218.4	\$30,037.6	\$30,885.6	\$31,761.6
CAPTAINS	Annual	\$44,247.98	\$45,575.42	\$46,942.68	\$48,350.97	\$49,801.49	\$51,295.54	\$52,834.41	\$54,418.44	\$56,052.02	\$57,733.58	\$59,465.59	\$61,249.58	\$63,086.16	\$64,975.84	\$66,919.20	\$68,916.84
	Weekly	\$850.92	\$897.65	\$920.74	\$950.83	\$987.72	\$1,029.54	\$1,076.35	\$1,128.14	\$1,184.92	\$1,246.70	\$1,313.57	\$1,385.54	\$1,462.72	\$1,545.20	\$1,633.08	\$1,726.44
	Hourly	\$19,645.9	\$20,196.7	\$20,758.2	\$21,331.2	\$21,916.6	\$22,514.5	\$23,125.0	\$23,749.1	\$24,386.9	\$25,038.6	\$25,705.4	\$26,387.6	\$27,085.6	\$27,800.0	\$28,531.2	\$29,279.6

Hourly	\$20,2601	\$20,9679	\$21,4939	\$22,1387	\$22,8029	\$23,4870	\$24,1916	\$24,9173	\$25,6648	\$26,4348	\$27,2278	\$28,0447	\$28,8860
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Annual	\$46,502.43	\$47,829.87	\$49,197.13	\$50,605.41	\$52,055.94	\$53,549.98	\$55,088.85	\$56,673.88	\$58,306.47	\$59,988.03	\$61,719.89	\$63,504.01	\$65,341.33
Weekly	\$894.28	\$919.81	\$946.10	\$973.18	\$1,001.08	\$1,029.81	\$1,059.40	\$1,089.88	\$1,121.28	\$1,153.62	\$1,186.92	\$1,221.23	\$1,256.56
Hourly	\$21,2923	\$21,9901	\$22,5282	\$23,1710	\$23,8351	\$24,5192	\$25,2238	\$25,9496	\$26,6971	\$27,4670	\$28,2600	\$29,0769	\$29,9162

Annual	\$47,628.98	\$48,956.42	\$50,323.68	\$51,731.96	\$53,182.49	\$54,676.54	\$56,215.40	\$57,800.44	\$59,433.02	\$61,114.58	\$62,846.64	\$64,630.62	\$66,467.97
Weekly	\$913.94	\$941.47	\$987.16	\$1,034.85	\$1,083.85	\$1,134.74	\$1,187.07	\$1,240.53	\$1,295.14	\$1,350.82	\$1,407.59	\$1,465.30	\$1,524.00
Hourly	\$21,8081	\$22,4159	\$23,0420	\$23,6868	\$24,3510	\$25,0350	\$25,7397	\$26,4654	\$27,2129	\$27,9829	\$28,7759	\$29,5928	\$30,4341

Annual	\$50,961.38	\$52,288.82	\$53,656.08	\$55,064.36	\$56,514.89	\$58,008.93	\$59,547.80	\$61,132.83	\$62,765.42	\$64,446.98	\$66,178.80	\$67,962.75	\$69,800.23
Weekly	\$980.03	\$1,005.55	\$1,031.95	\$1,059.93	\$1,089.82	\$1,121.56	\$1,155.15	\$1,189.64	\$1,225.63	\$1,263.36	\$1,302.88	\$1,344.98	\$1,389.63
Hourly	\$23,3340	\$23,9418	\$24,5678	\$25,2126	\$25,8768	\$26,5609	\$27,2655	\$27,9912	\$28,7387	\$29,5087	\$30,3017	\$31,1185	\$31,9598

Annual	\$50,721.67	\$52,243.32	\$53,810.62	\$55,424.94	\$57,087.69	\$58,800.32	\$60,564.33	\$62,381.26	\$64,252.69	\$66,180.27	\$68,165.68	\$68,185.68	\$70,210.65
Weekly	\$975.42	\$1,004.68	\$1,034.82	\$1,066.86	\$1,101.84	\$1,139.78	\$1,181.70	\$1,227.64	\$1,277.03	\$1,329.36	\$1,384.23	\$1,310.88	\$1,310.88
Hourly	\$23,2242	\$23,9209	\$24,6386	\$25,3777	\$26,1391	\$26,9232	\$27,7309	\$28,5628	\$29,4197	\$30,3023	\$31,2114	\$31,2114	\$32,1477

Annual	\$52,976.11	\$54,497.78	\$56,065.06	\$57,679.38	\$59,342.13	\$61,054.78	\$62,818.77	\$64,635.70	\$66,507.14	\$68,434.57	\$70,420.12	\$70,420.12	\$72,464.90
Weekly	\$1,018.77	\$1,048.93	\$1,078.17	\$1,108.22	\$1,141.19	\$1,174.13	\$1,208.05	\$1,242.99	\$1,278.98	\$1,316.05	\$1,354.23	\$1,354.23	\$1,393.56
Hourly	\$24,2595	\$24,9532	\$25,6708	\$26,4100	\$27,1713	\$27,9595	\$28,7632	\$29,5951	\$30,4520	\$31,3345	\$32,2436	\$32,2436	\$33,1799

Annual	\$54,102.67	\$55,624.32	\$57,191.62	\$58,805.94	\$60,468.69	\$62,181.32	\$63,945.33	\$65,762.26	\$67,633.69	\$69,561.31	\$71,546.70	\$71,546.70	\$73,591.47
Weekly	\$1,040.44	\$1,069.70	\$1,099.84	\$1,130.88	\$1,162.86	\$1,195.79	\$1,229.72	\$1,264.66	\$1,300.65	\$1,337.72	\$1,375.90	\$1,375.90	\$1,415.22
Hourly	\$24,7723	\$25,4690	\$26,1896	\$26,9298	\$27,6871	\$28,4713	\$29,2790	\$30,1109	\$30,9678	\$31,8504	\$32,7595	\$32,7595	\$33,6957

Annual	\$57,435.06	\$58,956.71	\$60,524.01	\$62,138.33	\$63,801.08	\$65,513.71	\$67,277.72	\$69,094.65	\$70,966.09	\$72,893.46	\$74,878.79	\$74,878.79	\$76,923.86
Weekly	\$1,104.52	\$1,133.78	\$1,163.92	\$1,194.97	\$1,226.94	\$1,259.88	\$1,293.80	\$1,328.74	\$1,364.73	\$1,401.80	\$1,439.98	\$1,439.98	\$1,479.30
Hourly	\$28,2991	\$28,9948	\$29,7155	\$30,4516	\$31,2129	\$31,9971	\$32,8048	\$33,6367	\$34,4936	\$35,3761	\$36,2852	\$36,2852	\$37,2215

Firefighters must successfully complete performance evaluations in order to receive next higher step on the wage schedule. Steps are suspended effective 6/30/14. Firefighters will not advance steps in FY 2015 and FY 2016.

LT, Basic to LT Intl.	\$43.35	\$43.35	\$43.35	\$43.35	\$43.35	\$43.35	\$43.35	\$43.35	\$43.35	\$43.35	\$43.35	\$43.35	\$43.35
LT, Basic to LT Intl.	\$65.02	\$65.02	\$65.02	\$65.02	\$65.02	\$65.02	\$65.02	\$65.02	\$65.02	\$65.02	\$65.02	\$65.02	\$65.02
LT, Intl to LT Para.	\$129.10	\$129.10	\$129.10	\$129.10	\$129.10	\$129.10	\$129.10	\$129.10	\$129.10	\$129.10	\$129.10	\$129.10	\$129.10

Added to Paramedics: \$21.00



## Fire Prevention Officer Wage Chart

January 1, 2009 - November 30, 2009

	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th
Annual	\$45,948.97	\$47,327.10	\$48,746.91	\$50,209.32	\$51,715.60	\$53,267.07	\$54,865.08	\$56,511.03	\$58,206.36	\$59,952.55	\$61,751.13
Weekly	\$857.90	\$883.63	\$910.14	\$937.44	\$965.56	\$994.53	\$1,024.37	\$1,055.10	\$1,086.75	\$1,119.35	\$1,152.93
Hourly	\$22.8772	\$23.5696	\$24.2703	\$24.9984	\$25.7484	\$26.5208	\$27.3164	\$28.1359	\$28.9800	\$29.8494	\$30.7449

December 1, 2009 - December 31, 2009 (2% Wage Increase)

	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th
Annual	\$46,867.95	\$48,273.64	\$49,721.85	\$51,213.51	\$52,749.91	\$54,332.41	\$55,962.38	\$57,641.25	\$59,370.49	\$61,151.61	\$62,986.15
Weekly	\$875.05	\$901.31	\$928.34	\$956.19	\$984.88	\$1,014.42	\$1,044.85	\$1,076.20	\$1,108.49	\$1,141.74	\$1,175.99
Hourly	\$23.3348	\$24.0348	\$24.7557	\$25.4984	\$26.2633	\$27.0512	\$27.8628	\$28.6987	\$29.5596	\$30.4464	\$31.3598

January 1, 2010 - December 31, 2011 (2% Wage Increase)

	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th
Annual	\$47,805.31	\$49,239.12	\$50,716.29	\$52,237.78	\$53,804.91	\$55,419.06	\$57,081.63	\$58,794.08	\$60,557.90	\$62,374.64	\$64,245.88	\$66,173.64	\$68,163.64
Weekly	\$892.56	\$919.33	\$946.91	\$975.31	\$1,004.57	\$1,034.71	\$1,065.75	\$1,097.72	\$1,130.66	\$1,164.58	\$1,199.51	\$1,235.50	\$1,272.57
Hourly	\$23.8015	\$24.5155	\$25.2508	\$26.0084	\$26.7886	\$27.5923	\$28.4200	\$29.2726	\$30.1508	\$31.0553	\$31.9870	\$32.9466	\$33.9352

January 1, 2012 - December 31, 2012 (2% Wage Increase)

	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th
Annual	\$48,761.42	\$50,223.90	\$51,730.61	\$53,282.53	\$54,881.01	\$56,527.44	\$58,223.26	\$59,969.96	\$61,769.06	\$63,622.13	\$65,530.79	\$67,497.11	\$69,526.02
Weekly	\$910.41	\$937.72	\$965.84	\$994.82	\$1,024.66	\$1,055.40	\$1,087.07	\$1,119.68	\$1,153.27	\$1,187.87	\$1,223.50	\$1,260.21	\$1,298.02
Hourly	\$24.2775	\$25.0059	\$25.7558	\$26.5285	\$27.3244	\$28.1441	\$28.9884	\$29.8581	\$30.7538	\$31.6764	\$32.6267	\$33.6055	\$34.6139

January 1, 2013 - June 30, 2013 (0% Wage Increase)

	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th
Annual	\$48,761.42	\$50,223.90	\$51,730.61	\$53,282.53	\$54,881.01	\$56,527.44	\$58,223.26	\$59,969.96	\$61,769.06	\$63,622.13	\$65,530.79	\$67,497.11	\$69,526.02
Weekly	\$910.41	\$937.72	\$965.84	\$994.82	\$1,024.66	\$1,055.40	\$1,087.07	\$1,119.68	\$1,153.27	\$1,187.87	\$1,223.50	\$1,260.21	\$1,298.02
Hourly	\$24.2775	\$25.0059	\$25.7558	\$26.5285	\$27.3244	\$28.1441	\$28.9884	\$29.8581	\$30.7538	\$31.6764	\$32.6267	\$33.6055	\$34.6139

July 1, 2013 - June 30, 2014 (0% Wage Increase)

	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th
Annual	\$48,761.42	\$50,223.90	\$51,730.61	\$53,282.53	\$54,881.01	\$56,527.44	\$58,223.26	\$59,969.96	\$61,769.06	\$63,622.13	\$65,530.79	\$67,497.11	\$69,526.02
Weekly	\$910.41	\$937.72	\$965.84	\$994.82	\$1,024.66	\$1,055.40	\$1,087.07	\$1,119.68	\$1,153.27	\$1,187.87	\$1,223.50	\$1,260.21	\$1,298.02
Hourly	\$24.2775	\$25.0059	\$25.7558	\$26.5285	\$27.3244	\$28.1441	\$28.9884	\$29.8581	\$30.7538	\$31.6764	\$32.6267	\$33.6055	\$34.6139

Hourly \$24,2775 \$25,0059 \$25,7558 \$26,5285 \$27,3244 \$28,1441 \$28,9894 \$29,8581 \$30,7538 \$31,6764 \$32,6267 \$33,6055 \$33,6056 \$34,6139

July 1, 2014 - June 30, 2015 (2% Wage Increase)

1.02	ENTRY	1st Anniv	2nd Anniv	3rd Anniv	4th Anniv	5th Anniv	6th Anniv	7th Anniv	8th Anniv	9th Anniv	10th Anniv	11th Anniv	12th Anniv	13th Anniv
Annual	\$48,287.95	\$49,736.64	\$51,228.38	\$52,765.23	\$54,348.18	\$55,978.63	\$57,657.99	\$59,387.73	\$61,169.36	\$63,004.44	\$64,894.57	\$66,841.41	\$68,841.54	\$68,847.06
Weekly	\$928.61	\$956.47	\$985.16	\$1,014.72	\$1,045.16	\$1,076.51	\$1,108.81	\$1,142.07	\$1,176.33	\$1,211.62	\$1,247.97	\$1,285.41	\$1,285.41	\$1,323.98
Hourly	\$24,7631	\$25,5060	\$26,2710	\$27,0591	\$27,8709	\$28,7070	\$29,5682	\$30,4552	\$31,3689	\$32,3100	\$33,2793	\$34,2776	\$34,2777	\$35,3062

July 1, 2015 - June 30, 2016 (2% Wage Increase)

1.02	ENTRY	1st Anniv	2nd Anniv	3rd Anniv	4th Anniv	5th Anniv	6th Anniv	7th Anniv	8th Anniv	9th Anniv	10th Anniv	11th Anniv	12th Anniv	13th Anniv
Annual	\$49,253.71	\$50,731.38	\$52,252.94	\$53,820.53	\$55,435.15	\$57,098.20	\$58,811.15	\$60,575.48	\$62,392.75	\$64,264.53	\$66,192.46	\$68,178.24	\$68,178.37	\$70,224.00
Weekly	\$947.19	\$975.60	\$1,004.86	\$1,035.01	\$1,066.06	\$1,098.04	\$1,130.98	\$1,164.91	\$1,199.86	\$1,235.86	\$1,272.93	\$1,311.12	\$1,311.12	\$1,350.46
Hourly	\$25,2583	\$26,0161	\$26,7964	\$27,6003	\$28,4283	\$29,2811	\$30,1596	\$31,0643	\$31,9963	\$32,9562	\$33,9449	\$34,9632	\$34,9633	\$36,0123

Steps are suspended effective 6/30/14. The FPO will not advance in steps in FY 2015 and FY 2016.