

C. CLASSIFICATIONS - FIRE BARGAINING UNIT

2024 Fire Bargaining Pay Plan - 5% increase over 2023 salaries (Salaries effective 12/24/2023)

| Class Code | Class Title                   | Pay Range |                   | <u>T</u>                             | <u>A</u>                              | <u>B</u>                              | <u>C</u>                              | <u>D</u>                              | <u>E</u>                              | <u>F</u>                             | <u>G</u>                             |
|------------|-------------------------------|-----------|-------------------|--------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|--------------------------------------|--------------------------------------|
| 8005       | Firefighter<br>- Probationary | 0 UF      | AN.<br>BW.<br>HR. | \$64,733.76<br>\$2,489.76<br>\$22.23 |                                       |                                       |                                       |                                       |                                       |                                      |                                      |
| 8010       | Firefighter                   | 1 UF      | AN.<br>BW.<br>HR. |                                      | \$67,878.72<br>\$2,610.72<br>\$23.31  | \$71,635.20<br>\$2,755.20<br>\$24.60  | \$75,537.28<br>\$2,905.28<br>\$25.94  | \$79,322.88<br>\$3,050.88<br>\$27.24  | \$83,166.72<br>\$3,198.72<br>\$28.56  | \$86,981.44<br>\$3,345.44<br>\$29.87 | \$90,767.04<br>\$3,491.04<br>\$31.17 |
| 8030       | Fire Apparatus<br>Engineer    | 3 UF      | AN.<br>BW.<br>HR. |                                      | \$93,358.72<br>\$3,590.72<br>\$32.06  | \$96,416.32<br>\$3,708.32<br>\$33.11  |                                       |                                       |                                       |                                      |                                      |
| 8070       | Fire Captain                  | 4 UF      | AN.<br>BW.<br>HR. |                                      | \$97,464.64<br>\$3,748.64<br>\$33.47  | \$100,842.56<br>\$3,878.56<br>\$34.63 | \$104,162.24<br>\$4,006.24<br>\$35.77 | \$107,540.16<br>\$4,136.16<br>\$36.93 | \$110,888.96<br>\$4,264.96<br>\$38.08 |                                      |                                      |
| 8120       | EMS Shift Sprvsr              | 5 UF      | AN.<br>BW.<br>HR. |                                      | \$112,112.00<br>\$4,312.00<br>\$38.50 | \$115,781.12<br>\$4,453.12<br>\$39.76 | \$119,508.48<br>\$4,596.48<br>\$41.04 | \$123,264.96<br>\$4,740.96<br>\$42.33 |                                       |                                      |                                      |
| 8130       | Assistant Fire<br>Marshall    | 2 UF      | AN.<br>BW.<br>HR. |                                      | \$124,022.08<br>\$4,770.08<br>\$42.59 | \$126,351.68<br>\$4,859.68<br>\$43.39 | \$128,739.52<br>\$4,951.52<br>\$44.21 | \$130,952.64<br>\$5,036.64<br>\$44.97 |                                       |                                      |                                      |
| 8150       | Battalion Fire<br>Chief       | 6 UF      | AN.<br>BW.<br>HR. |                                      | \$133,136.64<br>\$5,120.64<br>\$45.72 | \$135,611.84<br>\$5,215.84<br>\$46.57 | \$138,145.28<br>\$5,313.28<br>\$47.44 | \$140,562.24<br>\$5,406.24<br>\$48.27 |                                       |                                      |                                      |

STEP PROGRESSION

Firefighter - Probationary

Firefighter

Fire Apparatus Engineer

| <u>Step</u> | <u>Requirement</u> | <u>Step</u> | <u>Requirement</u>             | <u>Step</u> | <u>Requirement</u>           |
|-------------|--------------------|-------------|--------------------------------|-------------|------------------------------|
| "T"         | Initial Hire       | "A"         | Six (6) months at step "T"     | "A"         | Initial Promotion            |
|             |                    | "B"         | Twelve (12) months at step "A" | "B"         | Eight (8) months at step "A" |
|             |                    | "C"         | Twelve (12) months at step "B" |             |                              |
|             |                    | "D"         | Twelve (12) months at step "C" |             |                              |
|             |                    | "E"         | Twelve (12) months at step "D" |             |                              |
|             |                    | "F"         | Twelve (12) months at step "E" |             |                              |
|             |                    | "G"         | Twelve (12) months at step "F" |             |                              |

## STEP PROGRESSION

Fire Captain / EMS Shift Supervisor

| <u>Step</u> | <u>Requirement</u>                          |
|-------------|---------------------------------------------|
| "A"         | Initial Promotion                           |
| "B"         | Eight (8) months at step "A"                |
| "C"         | Eight (8) months at step "B"                |
| "D"         | Eight (8) months at step "C"                |
| "E"         | Eight (8) months at step "D" (Captain Only) |

Assistant Fire Marshall / Battalion Fire Chief

| <u>Step</u> | <u>Requirement</u>       |
|-------------|--------------------------|
| "A"         | Initial Promotion        |
| "B"         | Ten (10) months step "A" |
| "C"         | Ten (10) months step "B" |
| "D"         | Ten (10) months step "C" |

C. CLASSIFICATIONS - FIRE BARGAINING UNIT

2025 Fire Bargaining Pay Plan - 4% increase over 2024 salaries (Salaries effective 12/22/2024)

| Class Code | Class Title                   | Pay Range |                   | <u>T</u>                             | <u>A</u>                              | <u>B</u>                              | <u>C</u>                              | <u>D</u>                              | <u>E</u>                              | <u>F</u>                             | <u>G</u>                             |
|------------|-------------------------------|-----------|-------------------|--------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|--------------------------------------|--------------------------------------|
| 8005       | Firefighter<br>- Probationary | 0 UF      | AN.<br>BW.<br>HR. | \$67,325.44<br>\$2,589.44<br>\$23.12 |                                       |                                       |                                       |                                       |                                       |                                      |                                      |
| 8010       | Firefighter                   | 1 UF      | AN.<br>BW.<br>HR. |                                      | \$70,586.88<br>\$2,714.88<br>\$24.24  | \$74,488.96<br>\$2,864.96<br>\$25.58  | \$78,565.76<br>\$3,021.76<br>\$26.98  | \$82,496.96<br>\$3,172.96<br>\$28.33  | \$86,486.40<br>\$3,326.40<br>\$29.70  | \$90,446.72<br>\$3,478.72<br>\$31.06 | \$94,407.04<br>\$3,631.04<br>\$32.42 |
| 8030       | Fire Apparatus<br>Engineer    | 3 UF      | AN.<br>BW.<br>HR. |                                      | \$97,086.08<br>\$3,734.08<br>\$33.34  | \$100,260.16<br>\$3,856.16<br>\$34.43 |                                       |                                       |                                       |                                      |                                      |
| 8070       | Fire Captain                  | 4 UF      | AN.<br>BW.<br>HR. |                                      | \$101,366.72<br>\$3,898.72<br>\$34.81 | \$104,890.24<br>\$4,034.24<br>\$36.02 | \$108,326.40<br>\$4,166.40<br>\$37.20 | \$111,849.92<br>\$4,301.92<br>\$38.41 | \$115,315.20<br>\$4,435.20<br>\$39.60 |                                      |                                      |
| 8120       | EMS Shift Sprvsr              | 5 UF      | AN.<br>BW.<br>HR. |                                      | \$116,596.48<br>\$4,484.48<br>\$40.04 | \$120,411.20<br>\$4,631.20<br>\$41.35 | \$124,284.16<br>\$4,780.16<br>\$42.68 | \$128,186.24<br>\$4,930.24<br>\$44.02 |                                       |                                      |                                      |
| 8130       | Assistant Fire<br>Marshall    | 2 UF      | AN.<br>BW.<br>HR. |                                      | \$128,972.48<br>\$4,960.48<br>\$44.29 | \$131,418.56<br>\$5,054.56<br>\$45.13 | \$133,893.76<br>\$5,149.76<br>\$45.98 | \$136,194.24<br>\$5,238.24<br>\$46.77 |                                       |                                      |                                      |
| 8150       | Battalion Fire<br>Chief       | 6 UF      | AN.<br>BW.<br>HR. |                                      | \$138,465.60<br>\$5,325.60<br>\$47.55 | \$141,028.16<br>\$5,424.16<br>\$48.43 | \$143,678.08<br>\$5,526.08<br>\$49.34 | \$146,182.40<br>\$5,622.40<br>\$50.20 |                                       |                                      |                                      |

STEP PROGRESSION

Firefighter - Probationary

Firefighter

Fire Apparatus Engineer

| <u>Step</u> | <u>Requirement</u> | <u>Step</u> | <u>Requirement</u>             | <u>Step</u> | <u>Requirement</u>           |
|-------------|--------------------|-------------|--------------------------------|-------------|------------------------------|
| "T"         | Initial Hire       | "A"         | Six (6) months at step "T"     | "A"         | Initial Promotion            |
|             |                    | "B"         | Twelve (12) months at step "A" | "B"         | Eight (8) months at step "A" |
|             |                    | "C"         | Twelve (12) months at step "B" |             |                              |
|             |                    | "D"         | Twelve (12) months at step "C" |             |                              |
|             |                    | "E"         | Twelve (12) months at step "D" |             |                              |
|             |                    | "F"         | Twelve (12) months at step "E" |             |                              |
|             |                    | "G"         | Twelve (12) months at step "F" |             |                              |

## STEP PROGRESSION

Fire Captain / EMS Shift Supervisor

| <u>Step</u> | <u>Requirement</u>                          |
|-------------|---------------------------------------------|
| "A"         | Initial Promotion                           |
| "B"         | Eight (8) months at step "A"                |
| "C"         | Eight (8) months at step "B"                |
| "D"         | Eight (8) months at step "C"                |
| "E"         | Eight (8) months at step "D" (Captain Only) |

Assistant Fire Marshall / Battalion Fire Chief

| <u>Step</u> | <u>Requirement</u>       |
|-------------|--------------------------|
| "A"         | Initial Promotion        |
| "B"         | Ten (10) months step "A" |
| "C"         | Ten (10) months step "B" |
| "D"         | Ten (10) months step "C" |

C. CLASSIFICATIONS - FIRE BARGAINING UNIT

2026 Fire Bargaining Pay Plan - 3% increase over 2025 salaries (Salaries effective 12/21/2025)

| <u>Class Code</u> | <u>Class Title</u>            | <u>Pay Range</u> |                   | <u>T</u>                             | <u>A</u>                              | <u>B</u>                              | <u>C</u>                              | <u>D</u>                              | <u>E</u>                              | <u>F</u>                             | <u>G</u>                             |
|-------------------|-------------------------------|------------------|-------------------|--------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|--------------------------------------|--------------------------------------|
| 8005              | Firefighter<br>- Probationary | 0 UF             | AN.<br>BW.<br>HR. | \$69,334.72<br>\$2,666.72<br>\$23.81 |                                       |                                       |                                       |                                       |                                       |                                      |                                      |
| 8010              | Firefighter                   | 1 UF             | AN.<br>BW.<br>HR. |                                      | \$72,712.64<br>\$2,796.64<br>\$24.97  | \$76,731.20<br>\$2,951.20<br>\$26.35  | \$80,924.48<br>\$3,112.48<br>\$27.79  | \$84,972.16<br>\$3,268.16<br>\$29.18  | \$89,078.08<br>\$3,426.08<br>\$30.59  | \$93,154.88<br>\$3,582.88<br>\$31.99 | \$97,231.68<br>\$3,739.68<br>\$33.39 |
| 8030              | Fire Apparatus<br>Engineer    | 3 UF             | AN.<br>BW.<br>HR. |                                      | \$99,998.08<br>\$3,846.08<br>\$34.34  | \$103,259.52<br>\$3,971.52<br>\$35.46 |                                       |                                       |                                       |                                      |                                      |
| 8070              | Fire Captain                  | 4 UF             | AN.<br>BW.<br>HR. |                                      | \$104,395.20<br>\$4,015.20<br>\$35.85 | \$108,035.20<br>\$4,155.20<br>\$37.10 | \$111,587.84<br>\$4,291.84<br>\$38.32 | \$115,198.72<br>\$4,430.72<br>\$39.56 | \$118,780.48<br>\$4,568.48<br>\$40.79 |                                      |                                      |
| 8120              | EMS Shift Sprvsr              | 5 UF             | AN.<br>BW.<br>HR. |                                      | \$120,090.88<br>\$4,618.88<br>\$41.24 | \$124,022.08<br>\$4,770.08<br>\$42.59 | \$128,011.52<br>\$4,923.52<br>\$43.96 | \$132,030.08<br>\$5,078.08<br>\$45.34 |                                       |                                      |                                      |
| 8130              | Assistant Fire<br>Marshall    | 2 UF             | AN.<br>BW.<br>HR. |                                      | \$132,845.44<br>\$5,109.44<br>\$45.62 | \$135,349.76<br>\$5,205.76<br>\$46.48 | \$137,912.32<br>\$5,304.32<br>\$47.36 | \$140,271.04<br>\$5,395.04<br>\$48.17 |                                       |                                      |                                      |
| 8150              | Battalion Fire<br>Chief       | 6 UF             | AN.<br>BW.<br>HR. |                                      | \$142,629.76<br>\$5,485.76<br>\$48.98 | \$145,250.56<br>\$5,586.56<br>\$49.88 | \$147,987.84<br>\$5,691.84<br>\$50.82 | \$150,579.52<br>\$5,791.52<br>\$51.71 |                                       |                                      |                                      |

STEP PROGRESSION

Firefighter - Probationary

Firefighter

Fire Apparatus Engineer

| <u>Step</u> | <u>Requirement</u> | <u>Step</u> | <u>Requirement</u>             | <u>Step</u> | <u>Requirement</u>           |
|-------------|--------------------|-------------|--------------------------------|-------------|------------------------------|
| "T"         | Initial Hire       | "A"         | Six (6) months at step "T"     | "A"         | Initial Promotion            |
|             |                    | "B"         | Twelve (12) months at step "A" | "B"         | Eight (8) months at step "A" |
|             |                    | "C"         | Twelve (12) months at step "B" |             |                              |
|             |                    | "D"         | Twelve (12) months at step "C" |             |                              |
|             |                    | "E"         | Twelve (12) months at step "D" |             |                              |
|             |                    | "F"         | Twelve (12) months at step "E" |             |                              |
|             |                    | "G"         | Twelve (12) months at step "F" |             |                              |

## STEP PROGRESSION

Fire Captain / EMS Shift Supervisor

| <u>Step</u> | <u>Requirement</u>                          |
|-------------|---------------------------------------------|
| "A"         | Initial Promotion                           |
| "B"         | Eight (8) months at step "A"                |
| "C"         | Eight (8) months at step "B"                |
| "D"         | Eight (8) months at step "C"                |
| "E"         | Eight (8) months at step "D" (Captain Only) |

Assistant Fire Marshall / Battalion Fire Chief

| <u>Step</u> | <u>Requirement</u>       |
|-------------|--------------------------|
| "A"         | Initial Promotion        |
| "B"         | Ten (10) months step "A" |
| "C"         | Ten (10) months step "B" |
| "D"         | Ten (10) months step "C" |

C. CLASSIFICATIONS - FIRE BARGAINING UNIT

2027 Fire Bargaining Pay Plan - 3% increase over 2026 salaries (Salaries effective 12/20/2026)

| <u>Class Code</u> | <u>Class Title</u>            | <u>Pay Range</u> |                   | <u>T</u>                             | <u>A</u>                              | <u>B</u>                              | <u>C</u>                              | <u>D</u>                              | <u>E</u>                              | <u>F</u>                             | <u>G</u>                              |
|-------------------|-------------------------------|------------------|-------------------|--------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|--------------------------------------|---------------------------------------|
| 8005              | Firefighter<br>- Probationary | 0 UF             | AN.<br>BW.<br>HR. | \$71,402.24<br>\$2,746.24<br>\$24.52 |                                       |                                       |                                       |                                       |                                       |                                      |                                       |
| 8010              | Firefighter                   | 1 UF             | AN.<br>BW.<br>HR. |                                      | \$74,896.64<br>\$2,880.64<br>\$25.72  | \$79,031.68<br>\$3,039.68<br>\$27.14  | \$83,341.44<br>\$3,205.44<br>\$28.62  | \$87,534.72<br>\$3,366.72<br>\$30.06  | \$91,757.12<br>\$3,529.12<br>\$31.51  | \$95,950.40<br>\$3,690.40<br>\$32.95 | \$100,143.68<br>\$3,851.68<br>\$34.39 |
| 8030              | Fire Apparatus<br>Engineer    | 3 UF             | AN.<br>BW.<br>HR. |                                      | \$102,997.44<br>\$3,961.44<br>\$35.37 | \$106,346.24<br>\$4,090.24<br>\$36.52 |                                       |                                       |                                       |                                      |                                       |
| 8070              | Fire Captain                  | 4 UF             | AN.<br>BW.<br>HR. |                                      | \$107,540.16<br>\$4,136.16<br>\$36.93 | \$111,267.52<br>\$4,279.52<br>\$38.21 | \$114,936.64<br>\$4,420.64<br>\$39.47 | \$118,664.00<br>\$4,564.00<br>\$40.75 | \$122,333.12<br>\$4,705.12<br>\$42.01 |                                      |                                       |
| 8120              | EMS Shift Sprvsr              | 5 UF             | AN.<br>BW.<br>HR. |                                      | \$123,701.76<br>\$4,757.76<br>\$42.48 | \$127,749.44<br>\$4,913.44<br>\$43.87 | \$131,855.36<br>\$5,071.36<br>\$45.28 | \$135,990.40<br>\$5,230.40<br>\$46.70 |                                       |                                      |                                       |
| 8130              | Assistant Fire<br>Marshall    | 2 UF             | AN.<br>BW.<br>HR. |                                      | \$136,834.88<br>\$5,262.88<br>\$46.99 | \$139,397.44<br>\$5,361.44<br>\$47.87 | \$142,047.36<br>\$5,463.36<br>\$48.78 | \$144,493.44<br>\$5,557.44<br>\$49.62 |                                       |                                      |                                       |
| 8150              | Battalion Fire<br>Chief       | 6 UF             | AN.<br>BW.<br>HR. |                                      | \$146,910.40<br>\$5,650.40<br>\$50.45 | \$149,618.56<br>\$5,754.56<br>\$51.38 | \$152,414.08<br>\$5,862.08<br>\$52.34 | \$155,093.12<br>\$5,965.12<br>\$53.26 |                                       |                                      |                                       |

STEP PROGRESSION

Firefighter - Probationary

Firefighter

Fire Apparatus Engineer

| <u>Step</u> | <u>Requirement</u> | <u>Step</u> | <u>Requirement</u>             | <u>Step</u> | <u>Requirement</u>           |
|-------------|--------------------|-------------|--------------------------------|-------------|------------------------------|
| "T"         | Initial Hire       | "A"         | Six (6) months at step "T"     | "A"         | Initial Promotion            |
|             |                    | "B"         | Twelve (12) months at step "A" | "B"         | Eight (8) months at step "A" |
|             |                    | "C"         | Twelve (12) months at step "B" |             |                              |
|             |                    | "D"         | Twelve (12) months at step "C" |             |                              |
|             |                    | "E"         | Twelve (12) months at step "D" |             |                              |
|             |                    | "F"         | Twelve (12) months at step "E" |             |                              |
|             |                    | "G"         | Twelve (12) months at step "F" |             |                              |

## STEP PROGRESSION

Fire Captain / EMS Shift Supervisor

| <u>Step</u> | <u>Requirement</u>                          |
|-------------|---------------------------------------------|
| "A"         | Initial Promotion                           |
| "B"         | Eight (8) months at step "A"                |
| "C"         | Eight (8) months at step "B"                |
| "D"         | Eight (8) months at step "C"                |
| "E"         | Eight (8) months at step "D" (Captain Only) |

Assistant Fire Marshall / Battalion Fire Chief

| <u>Step</u> | <u>Requirement</u>       |
|-------------|--------------------------|
| "A"         | Initial Promotion        |
| "B"         | Ten (10) months step "A" |
| "C"         | Ten (10) months step "B" |
| "D"         | Ten (10) months step "C" |