

Appendix A
Salary Tables – 56 Hour Employees

Hourly Pay Tables				EMT	293.21
Effective July 9, 2014				Paramedic	1,075.10
				Adjutant	672.75
POSITIONS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
<u>Firefighter:</u>					
Monthly Pay Rate	6,919.32	7,264.85	7,627.82	8,009.32	8,409.35
Base Hourly	28.51	29.94	31.43	33.01	34.65
Base + EMT	29.72	31.15	32.64	34.21	35.86
Base + EMT + Holiday	31.19	32.69	34.26	35.91	37.64
Base + EMT + Adjutant	32.49	33.92	35.41	36.99	38.63
Base + EMT + Adjutant + Holiday	34.10	35.60	37.17	38.82	40.55
Base + Paramedic	32.94	34.37	35.86	37.44	39.08
Base + Paramedic + Holiday	34.57	36.07	37.64	39.29	41.02
Base + Paramedic + Adjutant	35.72	37.14	38.64	40.21	41.86
Base + Paramedic + Adjutant + Holiday	37.48	38.98	40.55	42.20	43.93
<u>Engineer:</u>					
Monthly Pay Rate	8,864.97	9,308.22	9,773.63		
Base Hourly	36.53	38.36	40.28		
Base + EMT	37.74	39.57	41.48		
Base + EMT + Holiday	39.61	41.52	43.54		
Base + EMT + Adjutant	40.51	42.34	44.26		
Base + EMT + Adjutant + Holiday	42.52	44.43	46.45		
Base + Paramedic	40.96	42.79	44.71		
Base + Paramedic + Holiday	42.99	44.90	46.92		
Base + Paramedic + Adjutant	43.73	45.56	47.48		
Base + Paramedic + Adjutant + Holiday	45.90	47.81	49.83		
<u>Captain:</u>					
Monthly Pay Rate	10,222.02	10,733.12	11,269.78		
Base Hourly	42.12	44.23	46.44		
Base + EMT	43.33	45.44	47.65		
Base + EMT + Holiday	45.47	47.69	50.01		
Base + Paramedic	46.55	48.66	50.87		
Base + Paramedic + Holiday	48.86	51.07	53.39		
Reviewed by:					
District 10 of Local 2400 Representative			District 10 of Local 2400 Representative		
* All rates calculated using MS Excel					

Hourly Pay Tables				EMT	302.01
Effective July 9, 2015				Paramedic	1,107.35
				Adjutant	692.93
POSITIONS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
<u>Firefighter:</u>					
Monthly Pay Rate	7,126.90	7,482.80	7,856.65	8,249.60	8,661.63
Base Hourly	29.37	30.84	32.38	34.00	35.69
Base + EMT	30.61	32.08	33.62	35.24	36.94
Base + EMT + Holiday	32.13	33.67	35.28	36.98	38.76
Base + EMT + Adjutant	33.47	34.94	36.48	38.10	39.79
Base + EMT + Adjutant + Holiday	35.12	36.66	38.28	39.98	41.76
Base + Paramedic	33.93	35.40	36.94	38.56	40.26
Base + Paramedic + Holiday	35.61	37.15	38.77	40.47	42.25
Base + Paramedic + Adjutant	36.79	38.25	39.80	41.41	43.11
Base + Paramedic + Adjutant + Holiday	38.61	40.15	41.76	43.46	45.24
<u>Engineer:</u>					
Monthly Pay Rate	9,130.92	9,587.47	10,066.84		
Base Hourly	37.63	39.51	41.48		
Base + EMT	38.87	40.75	42.73		
Base + EMT + Holiday	40.79	42.77	44.84		
Base + EMT + Adjutant	41.73	43.61	45.58		
Base + EMT + Adjutant + Holiday	43.79	45.77	47.84		
Base + Paramedic	42.19	44.07	46.05		
Base + Paramedic + Holiday	44.28	46.25	48.32		
Base + Paramedic + Adjutant	45.05	46.93	48.90		
Base + Paramedic + Adjutant + Holiday	47.27	49.25	51.32		
<u>Captain:</u>					
Monthly Pay Rate	10,528.68	11,055.11	11,607.87		
Base Hourly	43.39	45.56	47.83		
Base + EMT	44.63	46.80	49.08		
Base + EMT + Holiday	46.84	49.12	51.51		
Base + Paramedic	47.95	50.12	52.40		
Base + Paramedic + Holiday	50.32	52.60	54.99		
Reviewed by:					
District 10 of Local 2400 Representative				District 10 of Local 2400 Representative	
* All rates calculated using MS Excel					

Hourly Pay Tables				EMT	311.07
Effective July 9, 2016				Paramedic	1,140.57
				Adjutant	713.72
POSITIONS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
<u>Firefighter:</u>					
Monthly Pay Rate	7,340.71	7,707.28	8,092.35	8,497.09	8,921.48
Base Hourly	30.25	31.76	33.35	35.02	36.76
Base + EMT	31.53	33.04	34.63	36.30	38.05
Base + EMT + Holiday	33.09	34.68	36.34	38.09	39.93
Base + EMT + Adjutant	34.47	35.98	37.57	39.24	40.99
Base + EMT + Adjutant + Holiday	36.18	37.76	39.43	41.18	43.01
Base + Paramedic	34.95	36.46	38.05	39.72	41.46
Base + Paramedic + Holiday	36.68	38.26	39.93	41.68	43.51
Base + Paramedic + Adjutant	37.89	39.40	40.99	42.66	44.41
Base + Paramedic + Adjutant + Holiday	39.77	41.35	43.02	44.77	46.60
<u>Engineer:</u>					
Monthly Pay Rate	9,404.85	9,875.09	10,368.84		
Base Hourly	38.76	40.69	42.73		
Base + EMT	40.04	41.98	44.01		
Base + EMT + Holiday	42.02	44.05	46.19		
Base + EMT + Adjutant	42.98	44.92	46.95		
Base + EMT + Adjutant + Holiday	45.10	47.14	49.27		
Base + Paramedic	43.46	45.39	47.43		
Base + Paramedic + Holiday	45.61	47.64	49.77		
Base + Paramedic + Adjutant	46.40	48.34	50.37		
Base + Paramedic + Adjutant + Holiday	48.69	50.73	52.86		
<u>Captain:</u>					
Monthly Pay Rate	10,844.54	11,386.77	11,956.11		
Base Hourly	44.69	46.92	49.27		
Base + EMT	45.97	48.21	50.55		
Base + EMT + Holiday	48.24	50.59	53.05		
Base + Paramedic	49.39	51.62	53.97		
Base + Paramedic + Holiday	51.83	54.18	56.64		
Reviewed by:					
District 10 of Local 2400 Representative		District 10 of Local 2400 Representative			
* All rates calculated using MS Excel					

Hourly Pay Tables				EMT	320.40
Effective June 24, 2017				Paramedic	1,174.79
				Adjutant	735.13
POSITIONS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
<u>Firefighter:</u>					
Monthly Pay Rate	7,560.93	7,938.50	8,335.12	8,752.00	9,189.12
Base Hourly	31.16	32.71	34.35	36.07	37.87
Base + EMT	32.48	34.03	35.67	37.39	39.19
Base + EMT + Holiday	34.08	35.72	37.43	39.24	41.13
Base + EMT + Adjutant	35.51	37.06	38.70	40.42	42.22
Base + EMT + Adjutant + Holiday	37.26	38.90	40.61	42.41	44.30
Base + Paramedic	36.00	37.55	39.19	40.91	42.71
Base + Paramedic + Holiday	37.78	39.41	41.13	42.93	44.82
Base + Paramedic + Adjutant	39.03	40.58	42.22	43.94	45.74
Base + Paramedic + Adjutant + Holiday	40.96	42.59	44.31	46.11	48.00
<u>Engineer:</u>					
Monthly Pay Rate	9,687.00	10,171.34	10,679.91		
Base Hourly	39.92	41.91	44.01		
Base + EMT	41.24	43.24	45.33		
Base + EMT + Holiday	43.28	45.37	47.57		
Base + EMT + Adjutant	44.27	46.26	48.36		
Base + EMT + Adjutant + Holiday	46.46	48.55	50.75		
Base + Paramedic	44.76	46.76	48.85		
Base + Paramedic + Holiday	46.97	49.07	51.27		
Base + Paramedic + Adjutant	47.79	49.79	51.88		
Base + Paramedic + Adjutant + Holiday	50.15	52.25	54.45		
<u>Captain:</u>					
Monthly Pay Rate	11,169.88	11,728.37	12,314.79		
Base Hourly	46.03	48.33	50.75		
Base + EMT	47.35	49.65	52.07		
Base + EMT + Holiday	49.69	52.11	54.64		
Base + Paramedic	50.87	53.17	55.59		
Base + Paramedic + Holiday	53.39	55.80	58.34		
Reviewed by:					
District 10 of Local 2400 Representative		District 10 of Local 2400 Representative			
* All rates calculated using MS Excel					

Appendix B
Salary Tables – 40 Hour Employees hired after July 9, 2014

Hourly Pay Tables					
Effective July 9, 2014					
POSITIONS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
<u>Inspector I:</u>					
Monthly Pay Rate	5,939.63	6,236.61	6,548.44	6,875.87	7,219.66
Base Hourly	34.27	35.98	37.78	39.67	41.65
<u>Inspector II:</u>					
Monthly Pay Rate	7,589.70	7,969.18	8,367.64		
Base Hourly	43.79	45.98	48.27		
<u>Deputy Fire Marshal:</u>					
Monthly Pay Rate	9,016.49	9,467.31	9,940.68		
Base Hourly	52.02	54.62	57.35		
Effective July 9, 2015					
<u>Inspector I:</u>					
Monthly Pay Rate	6,296.01	6,610.81	6,941.35	7,288.42	7,652.84
Base Hourly	36.32	38.14	40.05	42.05	44.15
<u>Inspector II:</u>					
Monthly Pay Rate	8,045.08	8,447.33	8,869.70		
Base Hourly	46.41	48.73	51.17		
<u>Deputy Fire Marshal:</u>					
Monthly Pay Rate	9,557.48	10,035.35	10,537.12		
Base Hourly	55.14	57.90	60.79		
Reviewed by:					
District 10 of Local 2400 Representative		District 10 of Local 2400 Representative			
* All rates calculated using MS Excel					

Hourly Pay Tables					
Effective July 9, 2016					
POSITIONS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
<u>Inspector I:</u>					
Monthly Pay Rate	6,673.77	7,007.46	7,357.83	7,725.72	8,112.01
Base Hourly	38.50	40.43	42.45	44.57	46.80
<u>Inspector II:</u>					
Monthly Pay Rate	8,527.78	8,954.17	9,401.88		
Base Hourly	49.20	51.66	54.24		
<u>Deputy Fire Marshal:</u>					
Monthly Pay Rate	10,130.93	10,637.47	11,169.35		
Base Hourly	58.45	61.37	64.44		
Effective June 24, 2017					
<u>Inspector I:</u>					
Monthly Pay Rate	6,873.98	7,217.68	7,578.57	7,957.50	8,355.37
Base Hourly	39.66	41.64	43.72	45.91	48.20
<u>Inspector II:</u>					
Monthly Pay Rate	8,783.62	9,222.80	9,683.94		
Base Hourly	50.67	53.21	55.87		
<u>Deputy Fire Marshal:</u>					
Monthly Pay Rate	10,434.85	10,956.60	11,504.43		
Base Hourly	60.20	63.21	66.37		
Reviewed by:					
District 10 of Local 2400 Representative					
District 10 of Local 2400 Representative					
* All rates calculated using MS Excel					

Firefighter, Fire Inspector I & II and Fire Inspector

Step 1	0-12 months
Step 2	12-24 months
Step 3	24-36 months
Step 4	36-48 months
Step 5	48+months

Fire Engineer, Fire Captain and Deputy Fire Marshal

Step 1	0-12 months
Step 2	12-24months
Step 3	24 + months

*Each step is 12 complete months or one full year.

Exhibit B

Annual Accrual rates

56-Hour Employees

MONTHS			Annual Accrual	Monthly Accrual	Per Pay Period Accrual
0	-	36	288	24	12
37	-	108	360	30	15
109	-	156	384	32	16
157	-	216	408	34	17
217	-	ABOVE	432	36	18

40-Hour Employees

MONTHS			Annual Accrual	Monthly Accrual	Per Pay Period Accrual
0	-	36	192	16	8
37	-	108	240	20	10
109	-	156	264	22	11
157	-	216	276	23	11.5
217	-	ABOVE	300	25	12.5