

13.



City of West Allis Matter Summary

7525 W. Greenfield Ave.
West Allis, WI 53214

File Number	Title	Status
O-2009-0001	Ordinance	In Committee
An Ordinance to establish the salaries of certain officers and employees in the Fire Department for 2008, 2009, and 2010.		
Introduced: 1/20/2009		Controlling Body: Administration & Finance Committee
Sponsor(s): Administration & Finance Committee		

COMMITTEE RECOMMENDATION

Pass

ACTION DATE:	MOVER	SECONDER		AYE	NO	PRESENT	EXCUSED
<u>JAN 20 2009</u>	<u>X</u>	<u>X</u>	Barczak				
			Czaplewski				
			Kopplin	✓			
			Lajsic	✓			
			Narlock	✓			
			Reinke				✓
			Roadt				
			Sengstock				
			Vitale	✓			
			Weigel				
			TOTAL	<u>4</u>			<u>1</u>

SIGNATURE OF COMMITTEE MEMBER

Kurt Kopplin _____
 Chair Vice-Chair Member

COMMON COUNCIL ACTION

Pass

ACTION DATE:	MOVER	SECONDER		AYE	NO	PRESENT	EXCUSED
<u>1-20-09</u>	<u>✓</u>		Barczak	✓			
			Czaplewski	✓			
			Kopplin	✓			
			Lajsic	✓			
		<u>✓</u>	Narlock	✓			
			Reinke <i>mc</i>				✓
			Roadt	✓			
			Sengstock <i>mc</i>				✓
			Vitale	✓			
			Weigel	✓			
			TOTAL	<u>8</u>	<u>1</u>		<u>2</u>



City of West Allis

7525 W. Greenfield Ave.
West Allis, WI 53214

Ordinance

File Number: O-2009-0001

Final Action:

Sponsor(s): Administration & Finance Committee

JAN 20 2009

An Ordinance to establish the salaries of certain officers and employees in the Fire Department for 2008, 2009, and 2010.

The Common Council for the City of West Allis do ordain as follows:

PART I. The wages and salary ranges for the officers and employees of the Fire Department, commencing January 1, 2008, shall be as listed in Attachment 1 (Schedule R and P).

PART II. The wages and salary ranges for the officers and employees of the Fire Department, commencing July 1, 2008, shall be as listed in Attachment 2 (Schedule R and P).

PART III. The wages and salary ranges for the officers and employees of the Fire Department, commencing January 1, 2009, shall be as listed in Attachment 3 (Schedule R and P).

PART IV. The wages and salary ranges for the officers and employees of the Fire Department, commencing July 1, 2009, shall be as listed in Attachment 4 (Schedule R and P).

PART V. The wages and salary ranges for the officers and employees of the Fire Department, commencing January 1, 2010, shall be as listed in Attachment 5 (Schedule R and P).

PART VI. The wages and salary ranges for the officers and employees of the Fire Department, commencing July 1, 2010, shall be as listed in Attachment 6 (Schedule R and P).

PART VII. Employees listed in Parts I through III shall receive additional compensation for assignments by the Fire Chief as follows:

a. Additional Paramedic payment shall be as follows:

1.) Individuals actively employed as a Paramedic by the WAFD shall receive an additional monthly payment equal to 5% of the top step Fire Fighter monthly salary as Paramedic incentive pay.

2.) Individuals actively employed as intern status Paramedics by the WAFD shall receive an additional monthly payment equal to 3% of the top step Fire Fighter monthly salary as intern status Paramedic incentive pay.

b. Rescue Squad Personnel are to receive \$10.00 per full duty day when assigned to rescue service

duty. Effective January 1, 2010, this amount shall be \$15.00.

c. Firefighters assigned as Equipment Operators or Inspectors will receive their base rate plus 50¢ per hour for all hours so worked.

d. Firefighters assigned as Lieutenants will receive their base rate plus 80¢ per hour for all hours so worked.

e. Equipment Operators or Inspectors (8 hr. and 24 hr.) assigned as Lieutenants will receive their base rate plus 50¢ per hour for all hours so worked.

f. Lieutenants assigned as Captains will receive their base rate plus 85¢ per hour for all hours so worked.

g. Lieutenant of Fire Inspection when assigned as Captain of Fire Inspection will receive his/her base rate plus 85¢ per hour for all hours so assigned. This provision only applies when an Officer in Charge of the Bureau is inaccessible.

h. Personnel assigned to Shopman duties shall receive \$12.50 per full duty day.

i. Captains assigned as Battalion Chiefs will receive their base rate plus 75¢ per hour for all hours so worked.

j. Lieutenant of the Bureau of Fire Prevention and Lieutenant of Fire Safety/Information Officer shall receive an incentive payment of \$36.00 bi-weekly.

k. Personnel assigned to MSA/SCBA duties shall receive an additional \$10.00 bi-weekly.

l. Fire Inspectors are to receive an additional payment equal to five percent (5%) of the top step Firefighter.

PART VIII. Step Increments.

Employees will move from the minimum (first) step in the pay range to the maximum step in annual increments from the date of appointment. Any employee promoted or reclassified to a higher paying position shall be advanced to that step of the salary range of the higher paying position which will result in a pay increase of not less than Eight Dollars (\$8.00) bi-weekly.

In the event any position is reallocated to a pay range higher than the pay range in which it is listed during the term of this Agreement, employees affected shall be placed in the same step in the reallocated pay range as they were and employees shall retain the same anniversary date for the purpose of movement from the minimum step to the maximum step in the pay range as they had in their previous pay range, unless otherwise specifically provided.

PART IX. Longevity Allowance.

All full-time employees of the City of West Allis, except Elected Officials and Provisional employees, shall be paid a longevity allowance in addition to their basic salary, said allowance to

consist of Five Dollars (\$5.00) per month for every five years of consecutive service with the City, with the maximum allowance to be Twenty-Five Dollars (\$25.00) per month. Effective January 1, 2000, longevity allowance shall only be paid to full-time employees with 15 years or more of consecutive service.

PART X. Bi-Weekly Basis of Wages.

Wages and salaries provided in this ordinance are on a bi-weekly basis except where an hourly rate only is shown for a position. Annual, monthly or hourly salaries or wages, where shown in this ordinance, are for reference purposes only, except where only an hourly rate is shown for a position.


PART XI. All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

PART XII. This ordinance shall take effect January 1, 2008, and be in force from and after its passage and publication.

ADM\ORDRES\ADMO.FIRE 2008.2010

PASSED

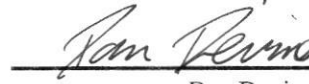
JAN 20 2009



Paul M. Ziehler, City Admin. Officer, Clerk/Treas.

APPROVED

1/22/09



Dan Devine, Mayor

FIRE DEPARTMENT
January 1 - June 30, 2008
(Schedule R)

		<u>STEP 1</u>	<u>STEP 2</u>	new hires after 1/1/07 <u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Firefighter (103.68 hr)	Hourly	14.799	17.135	18.639	20.142	21.280	22.247
	Bi-Weekly	1,534.360	1,776.560	1,932.490	2,088.320	2,206.310	2,306.570
	Annual	39,893.360	46,190.560	50,244.740	54,296.320	57,364.060	59,970.820
	Holiday	2,627.710	3,042.490	3,309.530	3,576.400	3,778.470	3,950.170
	Total Annual Pay	42,521.070	49,233.050	53,554.270	57,872.720	61,142.530	63,920.990
		<u>STEP 1</u>	<u>STEP 2</u>				
Equipment Operator (103.68 hr)	Hourly	23.326	0.000				
	Bi-Weekly	2,418.440	0.000				
	Annual	62,879.440	0.000				
	Holiday	4,141.760	0.000				
	Total Annual Pay	67,021.200	0.000				
Lieutenant (103.68 hr)	Hourly	23.655	24.522				
	Bi-Weekly	2,452.550	2,542.440				
	Annual	63,766.300	66,103.440				
	Holiday	4,200.180	4,354.120				
	Total Annual Pay	67,966.480	70,457.560				
Lieutenant (80 hr)	Hourly	30.654	31.776				
	Bi-Weekly	2,452.320	2,542.080				
	Annual	63,760.320	66,094.080				
	Holiday	4,199.780	4,353.500				
	Total Annual Pay	67,960.100	70,447.580				
Captain (103.68 hr)	Hourly	25.060	26.141				
	Bi-Weekly	2,598.220	2,710.300				
	Annual	67,553.720	70,467.800				
	Holiday	4,449.650	4,641.590				
	Total Annual Pay	72,003.370	75,109.390				

FIRE DEPARTMENT
January 1 - June 30, 2008
(Schedule P)

		<u>STEP 1</u>	<u>STEP 2</u>	new hires after 1/1/07 <u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Firefighter (103.68 hr)	Hourly	14.526	16.814	18.289	19.763	20.880	21.825
	Bi-Weekly	1,506.060	1,743.280	1,896.200	2,049.030	2,164.840	2,262.820
	Annual	39,157.560	45,325.280	49,301.200	53,274.780	56,285.840	58,833.320
	Holiday	2,579.240	2,985.500	3,247.380	3,509.120	3,707.450	3,875.250
	Total Annual Pay	41,736.800	48,310.780	52,548.580	56,783.900	59,993.290	62,708.570

		<u>STEP 1</u>	<u>STEP 2</u>
Equipment Operator (103.68 hr)	Hourly	22.888	0.000
	Bi-Weekly	2,373.030	0.000
	Annual	61,698.780	0.000
	Holiday	4,063.990	0.000
	Total Annual Pay	65,762.770	0.000

Lieutenant (103.68 hr)	Hourly	23.206	24.056
	Bi-Weekly	2,406.000	2,494.130
	Annual	62,556.000	64,847.380
	Holiday	4,120.460	4,271.380
	Total Annual Pay	66,676.460	69,118.760

Lieutenant (80 hr)	Hourly	30.076	31.174
	Bi-Weekly	2,406.080	2,493.920
	Annual	62,558.080	64,841.920
	Holiday	4,120.590	4,271.020
	Total Annual Pay	66,678.670	69,112.940

Captain (103.68 hr)	Hourly	24.587	25.647
	Bi-Weekly	2,549.180	2,659.080
	Annual	66,278.680	69,136.080
	Holiday	4,365.660	4,553.870
	Total Annual Pay	70,644.340	73,689.950

FIRE DEPARTMENT
July 1 - December 31, 2008
(Schedule R)

		new hires after 1/1/07					
		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Firefighter (103.68 hr)	Hourly	14.947	17.306	18.825	20.343	21.493	22.469
	Bi-Weekly	1,549.700	1,794.290	1,951.780	2,109.160	2,228.390	2,329.590
	Annual	40,292.200	46,651.540	50,746.280	54,838.160	57,938.140	60,569.340
	Holiday	2,653.980	3,072.860	3,342.570	3,612.090	3,816.280	3,989.600
	Total Annual Pay	42,946.180	49,724.400	54,088.850	58,450.250	61,754.420	64,558.940
		<u>STEP 1</u>	<u>STEP 2</u>				
Equipment Operator (103.68 hr)	Hourly	23.559	0.000				
	Bi-Weekly	2,442.600	0.000				
	Annual	63,507.600	0.000				
	Holiday	4,183.140	0.000				
	Total Annual Pay	67,690.740	0.000				
Lieutenant (103.68 hr)	Hourly	23.892	24.767				
	Bi-Weekly	2,477.120	2,567.840				
	Annual	64,405.120	66,763.840				
	Holiday	4,242.250	4,397.620				
	Total Annual Pay	68,647.370	71,161.460				
Lieutenant (80 hr)	Hourly	30.961	32.094				
	Bi-Weekly	2,476.880	2,567.520				
	Annual	64,398.880	66,755.520				
	Holiday	4,241.840	4,397.070				
	Total Annual Pay	68,640.720	71,152.590				
Captain (103.68 hr)	Hourly	25.311	26.402				
	Bi-Weekly	2,624.240	2,737.360				
	Annual	68,230.240	71,171.360				
	Holiday	4,494.210	4,687.930				
	Total Annual Pay	72,724.450	75,859.290				

FIRE DEPARTMENT
July 1 - December 31, 2008
(Schedule P)

		new hires after 1/1/07					
		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Firefighter (103.68 hr)	Hourly	14.671	16.982	18.472	19.961	21.089	22.043
	Bi-Weekly	1,521.090	1,760.690	1,915.180	2,069.560	2,186.510	2,285.420
	Annual	39,548.340	45,777.940	49,794.680	53,808.560	56,849.260	59,420.920
	Holiday	2,604.980	3,015.310	3,279.890	3,544.280	3,744.560	3,913.950
	Total Annual Pay	42,153.320	48,793.250	53,074.570	57,352.840	60,593.820	63,334.870

		<u>STEP 1</u>	<u>STEP 2</u>
Equipment Operator (103.68 hr)	Hourly	23.117	0.000
	Bi-Weekly	2,396.770	0.000
	Annual	62,316.020	0.000
	Holiday	4,104.650	0.000
	Total Annual Pay	66,420.670	0.000

Lieutenant (103.68 hr)	Hourly	23.438	24.297
	Bi-Weekly	2,430.050	2,519.110
	Annual	63,181.300	65,496.860
	Holiday	4,161.640	4,314.160
	Total Annual Pay	67,342.940	69,811.020

Lieutenant (80 hr)	Hourly	30.377	31.486
	Bi-Weekly	2,430.160	2,518.880
	Annual	63,184.160	65,490.880
	Holiday	4,161.830	4,313.770
	Total Annual Pay	67,345.990	69,804.650

Captain (103.68 hr)	Hourly	24.833	25.903
	Bi-Weekly	2,574.690	2,685.620
	Annual	66,941.940	69,826.120
	Holiday	4,409.350	4,599.330
	Total Annual Pay	71,351.290	74,425.450

FIRE DEPARTMENT
January 1 - June 30, 2009
(Schedule R)

		<u>STEP 1</u>	<u>STEP 2</u>	new hires after 1/1/07 <u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Firefighter (103.68 hr)	Hourly	15.246	17.652	19.202	20.750	21.923	22.918
	Bi-Weekly	1,580.710	1,830.160	1,990.860	2,151.360	2,272.980	2,376.140
	Annual	41,098.460	47,584.160	51,762.360	55,935.360	59,097.480	61,779.640
	Holiday	2,707.080	3,134.290	3,409.500	3,684.370	3,892.650	4,069.320
	Total Annual Pay	43,805.540	50,718.450	55,171.860	59,619.730	62,990.130	65,848.960
		<u>STEP 1</u>	<u>STEP 2</u>				
Equipment Operator (103.68 hr)	Hourly	24.030	0.000				
	Bi-Weekly	2,491.430	0.000				
	Annual	64,777.180	0.000				
	Holiday	4,266.760	0.000				
	Total Annual Pay	69,043.940	0.000				
Lieutenant (103.68 hr)	Hourly	24.370	25.262				
	Bi-Weekly	2,526.680	2,619.160				
	Annual	65,693.680	68,098.160				
	Holiday	4,327.130	4,485.510				
	Total Annual Pay	70,020.810	72,583.670				
Lieutenant (80 hr)	Hourly	31.580	32.736				
	Bi-Weekly	2,526.400	2,618.880				
	Annual	65,686.400	68,090.880				
	Holiday	4,326.650	4,485.030				
	Total Annual Pay	70,013.050	72,575.910				
Captain (103.68 hr)	Hourly	25.817	26.930				
	Bi-Weekly	2,676.710	2,792.100				
	Annual	69,594.460	72,594.600				
	Holiday	4,584.070	4,781.680				
	Total Annual Pay	74,178.530	77,376.280				

FIRE DEPARTMENT
January 1 - June 30, 2009
(Schedule P)

		<u>STEP 1</u>	<u>STEP 2</u>	new hires after 1/1/07 <u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Firefighter (103.68 hr)	Hourly	14.964	17.322	18.841	20.360	21.511	22.484
	Bi-Weekly	1,551.470	1,795.940	1,953.430	2,110.920	2,230.260	2,331.140
	Annual	40,338.220	46,694.440	50,789.180	54,883.920	57,986.760	60,609.640
	Holiday	2,657.010	3,075.680	3,345.400	3,615.110	3,819.490	3,992.250
	Total Annual Pay	42,995.230	49,770.120	54,134.580	58,499.030	61,806.250	64,601.890

		<u>STEP 1</u>	<u>STEP 2</u>
Equipment Operator (103.68 hr)	Hourly	23.579	0.000
	Bi-Weekly	2,444.670	0.000
	Annual	63,561.420	0.000
	Holiday	4,186.680	0.000
	Total Annual Pay	67,748.100	0.000

Lieutenant (103.68 hr)	Hourly	23.907	24.783
	Bi-Weekly	2,478.680	2,569.500
	Annual	64,445.680	66,807.000
	Holiday	4,244.930	4,400.460
	Total Annual Pay	68,690.610	71,207.460

Lieutenant (80 hr)	Hourly	30.985	32.116
	Bi-Weekly	2,478.800	2,569.280
	Annual	64,448.800	66,801.280
	Holiday	4,245.130	4,400.080
	Total Annual Pay	68,693.930	71,201.360

Captain (103.68 hr)	Hourly	25.330	26.421
	Bi-Weekly	2,626.210	2,739.330
	Annual	68,281.460	71,222.580
	Holiday	4,497.580	4,691.310
	Total Annual Pay	72,779.040	75,913.890

FIRE DEPARTMENT
July 1 - December 31, 2009
(Schedule R)

		<u>STEP 1</u>	<u>STEP 2</u>	new hires after 1/1/07 <u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Firefighter (103.68 hr)	Hourly	15.398	17.829	19.394	20.958	22.142	23.147
	Bi-Weekly	1,596.460	1,848.510	2,010.770	2,172.930	2,295.680	2,399.880
	Annual	41,507.960	48,061.260	52,280.020	56,496.180	59,687.680	62,396.880
	Holiday	2,734.060	3,165.710	3,443.590	3,721.310	3,931.520	4,109.970
	Total Annual Pay	44,242.020	51,226.970	55,723.610	60,217.490	63,619.200	66,506.850
		<u>STEP 1</u>	<u>STEP 2</u>				
Equipment Operator (103.68 hr)	Hourly	24.270	0.000				
	Bi-Weekly	2,516.310	0.000				
	Annual	65,424.060	0.000				
	Holiday	4,309.370	0.000				
	Total Annual Pay	69,733.430	0.000				
Lieutenant (103.68 hr)	Hourly	24.614	25.515				
	Bi-Weekly	2,551.980	2,645.400				
	Annual	66,351.480	68,780.400				
	Holiday	4,370.460	4,530.450				
	Total Annual Pay	70,721.940	73,310.850				
Lieutenant (80 hr)	Hourly	31.896	33.063				
	Bi-Weekly	2,551.680	2,645.040				
	Annual	66,343.680	68,771.040				
	Holiday	4,369.940	4,529.830				
	Total Annual Pay	70,713.620	73,300.870				
Captain (103.68 hr)	Hourly	26.075	27.199				
	Bi-Weekly	2,703.460	2,819.990				
	Annual	70,289.960	73,319.740				
	Holiday	4,629.880	4,829.440				
	Total Annual Pay	74,919.840	78,149.180				

FIRE DEPARTMENT
July 1 - December 31, 2009
(Schedule P)

		<u>STEP 1</u>	<u>STEP 2</u>	new hires after 1/1/07 <u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Firefighter (103.68 hr)	Hourly	15.114	17.495	19.029	20.564	21.726	22.709
	Bi-Weekly	1,567.020	1,813.880	1,972.930	2,132.080	2,252.550	2,354.470
	Annual	40,742.520	47,160.880	51,296.180	55,434.080	58,566.300	61,216.220
	Holiday	2,683.640	3,106.410	3,378.790	3,651.350	3,857.660	4,032.210
	Total Annual Pay	43,426.160	50,267.290	54,674.970	59,085.430	62,423.960	65,248.430
		<u>STEP 1</u>	<u>STEP 2</u>				
Equipment Operator (103.68 hr)	Hourly	23.815	0.000				
	Bi-Weekly	2,469.140	0.000				
	Annual	64,197.640	0.000				
	Holiday	4,228.590	0.000				
	Total Annual Pay	68,426.230	0.000				
Lieutenant (103.68 hr)	Hourly	24.146	25.031				
	Bi-Weekly	2,503.460	2,595.210				
	Annual	65,089.960	67,475.460				
	Holiday	4,287.360	4,444.490				
	Total Annual Pay	69,377.320	71,919.950				
Lieutenant (80 hr)	Hourly	31.295	32.437				
	Bi-Weekly	2,503.600	2,594.960				
	Annual	65,093.600	67,468.960				
	Holiday	4,287.600	4,444.060				
	Total Annual Pay	69,381.200	71,913.020				
Captain (103.68 hr)	Hourly	25.583	26.685				
	Bi-Weekly	2,652.450	2,766.700				
	Annual	68,963.700	71,934.200				
	Holiday	4,542.520	4,738.180				
	Total Annual Pay	73,506.220	76,672.380				

FIRE DEPARTMENT
January 1 - June 30, 2010
(Schedule R)

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
				new hires after 1/1/07			
Firefighter (103.68 hr)	Hourly	15.706	18.186	19.782	21.377	22.585	23.610
	Bi-Weekly	1,628.400	1,885.520	2,051.000	2,216.370	2,341.610	2,447.880
	Annual	42,338.400	49,023.520	53,326.000	57,625.620	60,881.860	63,644.880
	Holiday	2,788.760	3,229.090	3,512.490	3,795.700	4,010.180	4,192.180
	Total Annual Pay	45,127.160	52,252.610	56,838.490	61,421.320	64,892.040	67,837.060
		<u>STEP 1</u>	<u>STEP 2</u>				
Equipment Operator (103.68 hr)	Hourly	24.755	0.000				
	Bi-Weekly	2,566.600	0.000				
	Annual	66,731.600	0.000				
	Holiday	4,395.490	0.000				
	Total Annual Pay	71,127.090	0.000				
Lieutenant (103.68 hr)	Hourly	25.106	26.025				
	Bi-Weekly	2,602.990	2,698.270				
	Annual	67,677.740	70,155.020				
	Holiday	4,457.820	4,620.990				
	Total Annual Pay	72,135.560	74,776.010				
Lieutenant (80 hr)	Hourly	32.534	33.724				
	Bi-Weekly	2,602.720	2,697.920				
	Annual	67,670.720	70,145.920				
	Holiday	4,457.350	4,620.390				
	Total Annual Pay	72,128.070	74,766.310				
Captain (103.68 hr)	Hourly	26.597	27.743				
	Bi-Weekly	2,757.580	2,876.390				
	Annual	71,697.080	74,786.140				
	Holiday	4,722.560	4,926.030				
	Total Annual Pay	76,419.640	79,712.170				

FIRE DEPARTMENT
January 1 - June 30, 2010
(Schedule P)

		new hires after 1/1/07					
		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Firefighter (103.68 hr)	Hourly	15.416	17.845	19.410	20.975	22.161	23.163
	Bi-Weekly	1,598.330	1,850.170	2,012.430	2,174.690	2,297.650	2,401.540
	Annual	41,556.580	48,104.420	52,323.180	56,541.940	59,738.900	62,440.040
	Holiday	2,737.260	3,168.550	3,446.440	3,724.320	3,934.900	4,112.820
	Total Annual Pay	44,293.840	51,272.970	55,769.620	60,266.260	63,673.800	66,552.860
		<u>STEP 1</u>	<u>STEP 2</u>				
Equipment Operator (103.68 hr)	Hourly	24.291	0.000				
	Bi-Weekly	2,518.490	0.000				
	Annual	65,480.740	0.000				
	Holiday	4,313.100	0.000				
	Total Annual Pay	69,793.840	0.000				
Lieutenant (103.68 hr)	Hourly	24.629	25.532				
	Bi-Weekly	2,553.530	2,647.160				
	Annual	66,391.780	68,826.160				
	Holiday	4,373.110	4,533.460				
	Total Annual Pay	70,764.890	73,359.620				
Lieutenant (80 hr)	Hourly	31.921	33.086				
	Bi-Weekly	2,553.680	2,646.880				
	Annual	66,395.680	68,818.880				
	Holiday	4,373.370	4,532.980				
	Total Annual Pay	70,769.050	73,351.860				
Captain (103.68 hr)	Hourly	26.095	27.219				
	Bi-Weekly	2,705.530	2,822.070				
	Annual	70,343.780	73,373.820				
	Holiday	4,633.420	4,833.010				
	Total Annual Pay	74,977.200	78,206.830				

FIRE DEPARTMENT
July 1 - December 31, 2010
(Schedule R)

		<u>STEP 1</u>	<u>STEP 2</u>	new hires after 1/1/07 <u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Firefighter (103.68 hr)	Hourly	15.863	18.368	19.980	21.591	22.811	23.846
	Bi-Weekly	1,644.680	1,904.390	2,071.530	2,238.550	2,365.040	2,472.350
	Annual	42,761.680	49,514.140	53,859.780	58,202.300	61,491.040	64,281.100
	Holiday	2,816.640	3,261.410	3,547.650	3,833.680	4,050.310	4,234.080
	Total Annual Pay	45,578.320	52,775.550	57,407.430	62,035.980	65,541.350	68,515.180
		<u>STEP 1</u>	<u>STEP 2</u>				
Equipment Operator (103.68 hr)	Hourly	25.003	0.000				
	Bi-Weekly	2,592.310	0.000				
	Annual	67,400.060	0.000				
	Holiday	4,439.520	0.000				
	Total Annual Pay	71,839.580	0.000				
Lieutenant (103.68 hr)	Hourly	25.357	26.285				
	Bi-Weekly	2,629.010	2,725.230				
	Annual	68,354.260	70,855.980				
	Holiday	4,502.380	4,667.160				
	Total Annual Pay	72,856.640	75,523.140				
Lieutenant (80 hr)	Hourly	32.859	34.061				
	Bi-Weekly	2,628.720	2,724.880				
	Annual	68,346.720	70,846.880				
	Holiday	4,501.880	4,666.560				
	Total Annual Pay	72,848.600	75,513.440				
Captain (103.68 hr)	Hourly	26.863	28.020				
	Bi-Weekly	2,785.160	2,905.110				
	Annual	72,414.160	75,532.860				
	Holiday	4,769.790	4,975.220				
	Total Annual Pay	77,183.950	80,508.080				

FIRE DEPARTMENT
July 1 - December 31, 2010
(Schedule P)

		<u>STEP 1</u>	<u>STEP 2</u>	new hires after 1/1/07 <u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Firefighter (103.68 hr)	Hourly	15.570	18.023	19.604	21.185	22.383	23.395
	Bi-Weekly	1,614.300	1,868.620	2,032.540	2,196.460	2,320.670	2,425.590
	Annual	41,971.800	48,584.120	52,846.040	57,107.960	60,337.420	63,065.340
	Holiday	2,764.610	3,200.150	3,480.880	3,761.600	3,974.320	4,154.000
	Total Annual Pay	44,736.410	51,784.270	56,326.920	60,869.560	64,311.740	67,219.340

		<u>STEP 1</u>	<u>STEP 2</u>
Equipment Operator (103.68 hr)	Hourly	24.534	0.000
	Bi-Weekly	2,543.690	0.000
	Annual	66,135.940	0.000
	Holiday	4,356.260	0.000
	Total Annual Pay	70,492.200	0.000

Lieutenant (103.68 hr)	Hourly	24.875	25.787
	Bi-Weekly	2,579.040	2,673.600
	Annual	67,055.040	69,513.600
	Holiday	4,416.800	4,578.740
	Total Annual Pay	71,471.840	74,092.340

Lieutenant (80 hr)	Hourly	32.240	33.417
	Bi-Weekly	2,579.200	2,673.360
	Annual	67,059.200	69,507.360
	Holiday	4,417.070	4,578.330
	Total Annual Pay	71,476.270	74,085.690

Captain (103.68 hr)	Hourly	26.356	27.491
	Bi-Weekly	2,732.590	2,850.270
	Annual	71,047.340	74,107.020
	Holiday	4,679.760	4,881.300
	Total Annual Pay	75,727.100	78,988.320

