

ATTACHMENT 1

FIRE UNION PAY SCHEDULE FIRST FULL PAY PERIOD FOLLOWING JANUARY 1, 2022 RESIDENT (R) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Fire Fighter (103.68 hr)	Hourly	20.155	23.337	25.385	27.432	28.979	30.295
	Bi-Weekly	2,089.67	2,419.58	2,631.92	2,844.15	3,004.54	3,140.99
	Annual	54,331.42	62,909.08	68,429.92	73,947.90	78,118.04	81,665.74
	Holiday	3,578.78	4,143.74	4,507.40	4,870.93	5,145.62	5,379.26
	Total Annual Pay	57,910.20	67,052.82	72,937.32	78,818.83	83,263.66	87,045.00
Equipment Operator (103.68 hr)	Hourly	31.766					
	Bi-Weekly	3,293.50					
	Annual	85,631.00					
	Holiday	5,640.49					
	Total Annual Pay	91,271.49					
Lieutenant (103.68 hr)	Hourly	32.215	33.396				
	Bi-Weekly	3,340.05	3,462.50				
	Annual	86,841.30	90,025.00				
	MIH Lieutenant MIH/CCP Lieutenant	Holiday	5,720.22	5,929.84			
	Total Annual Pay	92,561.52	95,954.84				
Lieutenant (80 hr)	Hourly	41.751	43.281				
	Bi-Weekly	3,340.08	3,462.48				
	Annual	86,842.08	90,024.48				
	MIH Lieutenant MIH/CCP Lieutenant	Holiday	5,720.22	5,929.84			
	Total Annual Pay	92,562.30	95,954.32				
Captain (103.68 hr)	Hourly	34.126	35.598				
	Bi-Weekly	3,538.18	3,690.80				
	Annual	91,992.68	95,960.80				
	Holiday	6,059.46	6,320.82				
	Total Annual Pay	98,052.14	102,281.62				
Captain (80 hr)	Hourly	44.227	46.135				
	Bi-Weekly	3,538.16	3,690.80				
	Annual	91,992.16	95,960.80				
	Holiday	6,059.46	6,320.82				
	Total Annual Pay	98,051.62	102,281.62				

ATTACHMENT 1

(continued)

FIRE UNION PAY SCHEDULE FIRST FULL PAY PERIOD FOLLOWING JANUARY 1, 2022 PERIMETER (P) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Fire Fighter (103.68 hr)	Hourly	19.781	22.899	24.906	26.914	28.439	29.722
	Bi-Weekly	2,050.89	2,374.17	2,582.25	2,790.44	2,948.56	3,081.58
	Annual	53,323.14	61,728.42	67,138.50	72,551.44	76,662.56	80,121.08
	Holiday	3,512.39	4,066.00	4,422.40	4,778.93	5,049.66	5,277.49
	Total Annual Pay	56,835.53	65,794.42	71,560.90	77,330.37	81,712.22	85,398.57
Equipment Operator (103.68 hr)	Hourly	31.170					
	Bi-Weekly	3,231.71					
	Annual	84,024.46					
	Holiday	5,534.63					
	Total Annual Pay	89,559.09					
Lieutenant (103.68 hr)	Hourly	31.604	32.762				
	Bi-Weekly	3,276.70	3,396.76				
	Annual	85,194.20	88,315.76				
	MIH Lieutenant MIH/CCP Lieutenant	Holiday	5,611.72	5,817.24			
	Total Annual Pay	90,805.92	94,133.00				
Lieutenant (80 hr)	Hourly	40.959	42.460				
	Bi-Weekly	3,276.72	3,396.80				
	Annual	85,194.72	88,316.80				
	MIH Lieutenant MIH/CCP Lieutenant	Holiday	5,611.72	5,817.37			
	Total Annual Pay	90,806.44	94,134.17				
Captain (103.68 hr)	Hourly	33.485	34.926				
	Bi-Weekly	3,471.72	3,621.13				
	Annual	90,264.72	94,149.38				
	Holiday	5,945.68	6,201.49				
	Total Annual Pay	96,210.40	100,350.87				
Captain (80 hr)	Hourly	43.397	45.264				
	Bi-Weekly	3,471.76	3,621.12				
	Annual	90,265.76	94,149.12				
	Holiday	5,945.68	6,201.49				
	Total Annual Pay	96,211.44	100,350.61				

ATTACHMENT 2

FIRE UNION PAY SCHEDULE FIRST FULL PAY PERIOD FOLLOWING MAY 1, 2023 RESIDENT (R) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Fire Fighter (103.68 hr)	Hourly	20.659	23.920	26.020	28.118	29.703	31.052
	Bi-Weekly	2,141.93	2,480.03	2,697.75	2,915.27	3,079.61	3,219.47
	Annual	55,690.18	64,480.78	70,141.50	75,797.02	80,069.86	83,706.22
	Holiday	3,668.28	4,247.23	4,620.13	4,992.64	5,274.06	5,513.64
	Total Annual Pay	59,358.46	68,728.01	74,761.63	80,789.66	85,343.92	89,219.86
Equipment Operator (103.68 hr)	Hourly	32.560					
	Bi-Weekly	3,375.82					
	Annual	87,771.32					
	Holiday	5,781.47					
	Total Annual Pay	93,552.79					
Lieutenant (103.68 hr)	Hourly	33.020	34.231				
	Bi-Weekly	3,423.51	3,549.07				
	Annual	89,011.26	92,275.82				
	MIH Lieutenant MIH/CCP Lieutenant	Holiday	5,863.04	6,078.07			
	Total Annual Pay	94,874.30	98,353.89				
Lieutenant (80 hr)	Hourly	42.794	44.363				
	Bi-Weekly	3,423.52	3,549.04				
	Annual	89,011.52	92,275.04				
	MIH Lieutenant MIH/CCP Lieutenant	Holiday	5,863.04	6,078.07			
	Total Annual Pay	94,874.56	98,353.11				
Captain (103.68 hr)	Hourly	34.979	36.488				
	Bi-Weekly	3,626.62	3,783.08				
	Annual	94,292.12	98,360.08				
	Holiday	6,211.00	6,478.82				
	Total Annual Pay	100,503.12	104,838.90				
Captain (80 hr)	Hourly	45.333	47.289				
	Bi-Weekly	3,626.64	3,783.12				
	Annual	94,292.64	98,361.12				
	Holiday	6,211.00	6,478.96				
	Total Annual Pay	100,503.64	104,840.08				

ATTACHMENT 2

(continued)

FIRE UNION PAY SCHEDULE FIRST FULL PAY PERIOD FOLLOWING MAY 1, 2023 PERIMETER (P) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Fire Fighter (103.68 hr)	Hourly	20.276	23.471	25.529	27.587	29.150	30.465
	Bi-Weekly	2,102.22	2,433.47	2,646.85	2,860.22	3,022.27	3,158.61
	Annual	54,657.72	63,270.22	68,818.10	74,365.72	78,579.02	82,123.86
	Holiday	3,600.30	4,167.50	4,533.01	4,898.39	5,175.98	5,409.36
	Total Annual Pay	58,258.02	67,437.72	73,351.11	79,264.11	83,755.00	87,533.22
Equipment Operator (103.68 hr)	Hourly	31.949					
	Bi-Weekly	3,312.47					
	Annual	86,124.22					
	Holiday	5,672.96					
	Total Annual Pay	91,797.18					
Lieutenant (103.68 hr)	Hourly	32.394	33.581				
	Bi-Weekly	3,358.61	3,481.68				
	Annual	87,323.86	90,523.68				
	MIH Lieutenant MIH/CCP Lieutenant	Holiday	5,751.90	5,962.70			
	Total Annual Pay	93,075.76	96,486.38				
Lieutenant (80 hr)	Hourly	41.983	43.521				
	Bi-Weekly	3,358.64	3,481.68				
	Annual	87,324.64	90,523.68				
	MIH Lieutenant MIH/CCP Lieutenant	Holiday	5,752.03	5,962.70			
	Total Annual Pay	93,076.67	96,486.38				
Captain (103.68 hr)	Hourly	34.322	35.799				
	Bi-Weekly	3,558.50	3,711.64				
	Annual	92,521.00	96,502.64				
	Holiday	6,094.31	6,356.59				
	Total Annual Pay	98,615.31	102,859.23				
Captain (80 hr)	Hourly	44.481	46.396				
	Bi-Weekly	3,558.48	3,711.68				
	Annual	92,520.48	96,503.68				
	Holiday	6,094.18	6,356.59				
	Total Annual Pay	98,614.66	102,860.27				

ATTACHMENT 3

FIRE UNION PAY SCHEDULE FIRST FULL PAY PERIOD FOLLOWING MAY 1, 2024 RESIDENT (R) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Fire Fighter (103.68 hr)	Hourly	21.175	24.518	26.671	28.821	30.446	31.828
	Bi-Weekly	2,195.42	2,542.03	2,765.25	2,988.16	3,156.64	3,299.93
	Annual	57,080.92	66,092.78	71,896.50	77,692.16	82,072.64	85,798.18
	Holiday	3,759.89	4,353.49	4,735.76	5,117.51	5,406.06	5,651.45
	Total Annual Pay	60,840.81	70,446.27	76,632.26	82,809.67	87,478.70	91,449.63
Equipment Operator (103.68 hr)	Hourly	33.374					
	Bi-Weekly	3,460.22					
	Annual	89,965.72					
	Holiday	5,926.01					
	Total Annual Pay	95,891.73					
Lieutenant (103.68 hr)	Hourly	33.846	35.087				
	Bi-Weekly	3,509.15	3,637.82				
	Annual	91,237.90	94,583.32				
	MIH Lieutenant MIH/CCP Lieutenant	Holiday	6,009.70	6,230.14			
	Total Annual Pay	97,247.60	100,813.46				
Lieutenant (80 hr)	Hourly	43.864	45.473				
	Bi-Weekly	3,509.12	3,637.84				
	Annual	91,237.12	94,583.84				
	MIH Lieutenant MIH/CCP Lieutenant	Holiday	6,009.70	6,230.14			
	Total Annual Pay	97,246.82	100,813.98				
Captain (103.68 hr)	Hourly	35.853	37.400				
	Bi-Weekly	3,717.24	3,877.63				
	Annual	96,648.24	100,818.38				
	Holiday	6,366.10	6,640.79				
	Total Annual Pay	103,014.34	107,459.17				
Captain (80 hr)	Hourly	46.466	48.470				
	Bi-Weekly	3,717.28	3,877.60				
	Annual	96,649.28	100,817.60				
	Holiday	6,366.23	6,640.79				
	Total Annual Pay	103,015.51	107,458.39				

ATTACHMENT 3

(continued)

FIRE UNION PAY SCHEDULE FIRST FULL PAY PERIOD FOLLOWING MAY 1, 2024 PERIMETER (P) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Fire Fighter (103.68 hr)	Hourly	20.783	24.058	26.167	28.277	29.879	31.227
	Bi-Weekly	2,154.78	2,494.33	2,712.99	2,931.76	3,097.85	3,237.62
	Annual	56,024.28	64,852.58	70,537.74	76,225.76	80,544.10	84,178.12
	Holiday	3,690.32	4,271.78	4,646.27	5,020.88	5,305.34	5,544.79
	Total Annual Pay	59,714.60	69,124.36	75,184.01	81,246.64	85,849.44	89,722.91
Equipment Operator (103.68 hr)	Hourly	32.748					
	Bi-Weekly	3,395.31					
	Annual	88,278.06					
	Holiday	5,814.73					
	Total Annual Pay	94,092.79					
Lieutenant (103.68 hr)	Hourly	33.204	34.421				
	Bi-Weekly	3,442.59	3,568.77				
	Annual	89,507.34	92,788.02				
	MIH Lieutenant MIH/CCP Lieutenant	Holiday	5,895.78	6,111.86			
	Total Annual Pay	95,403.12	98,899.88				
Lieutenant (80 hr)	Hourly	43.032	44.610				
	Bi-Weekly	3,442.56	3,568.80				
	Annual	89,506.56	92,788.80				
	MIH Lieutenant MIH/CCP Lieutenant	Holiday	5,895.65	6,111.86			
	Total Annual Pay	95,402.21	98,900.66				
Captain (103.68 hr)	Hourly	35.180	36.694				
	Bi-Weekly	3,647.46	3,804.43				
	Annual	94,833.96	98,915.18				
	Holiday	6,246.64	6,515.39				
	Total Annual Pay	101,080.60	105,430.57				
Captain (80 hr)	Hourly	45.593	47.555				
	Bi-Weekly	3,647.44	3,804.40				
	Annual	94,833.44	98,914.40				
	Holiday	6,246.64	6,515.39				
	Total Annual Pay	101,080.08	105,429.79				

ATTACHMENT 4

FIRE UNION PAY SCHEDULE FIRST FULL PAY PERIOD FOLLOWING JULY 1, 2025 RESIDENT (R) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Fire Fighter (103.68 hr)	Hourly	21.863	25.315	27.538	29.758	31.435	32.862
	Bi-Weekly	2,266.76	2,624.66	2,855.14	3,085.31	3,259.18	3,407.13
	Annual	58,935.76	68,241.16	74,233.64	80,218.06	84,738.68	88,585.38
	Holiday	3,881.99	4,495.00	4,889.68	5,283.83	5,581.62	5,835.06
	Total Annual Pay	62,817.75	72,736.16	79,123.32	85,501.89	90,320.30	94,420.44
Equipment Operator (103.68 hr)	Hourly	34.459					
	Bi-Weekly	3,572.71					
	Annual	92,890.46					
	Holiday	6,118.60					
	Total Annual Pay	99,009.06					
Lieutenant (103.68 hr)	Hourly	34.946	36.227				
	Bi-Weekly	3,623.20	3,756.02				
	Annual	94,203.20	97,656.52				
	MIH Lieutenant MIH/CCP Lieutenant	Holiday	6,205.06	6,432.49			
	Total Annual Pay	100,408.26	104,089.01				
Lieutenant (80 hr)	Hourly	45.290	46.950				
	Bi-Weekly	3,623.20	3,756.00				
	Annual	94,203.20	97,656.00				
	MIH Lieutenant MIH/CCP Lieutenant	Holiday	6,205.06	6,432.49			
	Total Annual Pay	100,408.26	104,088.49				
Captain (103.68 hr)	Hourly	37.018	38.616				
	Bi-Weekly	3,838.03	4,003.71				
	Annual	99,788.78	104,096.46				
	Holiday	6,572.94	6,856.74				
	Total Annual Pay	106,361.72	110,953.20				
Captain (80 hr)	Hourly	47.975	50.046				
	Bi-Weekly	3,838.00	4,003.68				
	Annual	99,788.00	104,095.68				
	Holiday	6,572.94	6,856.74				
	Total Annual Pay	106,360.94	110,952.42				

ATTACHMENT 4

(continued)

FIRE UNION PAY SCHEDULE FIRST FULL PAY PERIOD FOLLOWING JULY 1, 2025 PERIMETER (P) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Fire Fighter (103.68 hr)	Hourly	21.458	24.840	27.017	29.196	30.850	32.242
	Bi-Weekly	2,224.77	2,575.41	2,801.12	3,027.04	3,198.53	3,342.85
	Annual	57,844.02	66,960.66	72,829.12	78,703.04	83,161.78	86,914.10
	Holiday	3,810.18	4,410.65	4,797.14	5,184.04	5,477.74	5,724.97
	Total Annual Pay	61,654.20	71,371.31	77,626.26	83,887.08	88,639.52	92,639.07
Equipment Operator (103.68 hr)	Hourly	33.812					
	Bi-Weekly	3,505.63					
	Annual	91,146.38					
	Holiday	6,003.76					
	Total Annual Pay	97,150.14					
Lieutenant (103.68 hr)	Hourly	34.283	35.540				
	Bi-Weekly	3,554.46	3,684.79				
	Annual	92,415.96	95,804.54				
	MIH Lieutenant MIH/CCP Lieutenant	Holiday	6,087.31	6,310.52			
	Total Annual Pay	98,503.27	102,115.06				
Lieutenant (80 hr)	Hourly	44.431	46.060				
	Bi-Weekly	3,554.48	3,684.80				
	Annual	92,416.48	95,804.80				
	MIH Lieutenant MIH/CCP Lieutenant	Holiday	6,087.44	6,310.52			
	Total Annual Pay	98,503.92	102,115.32				
Captain (103.68 hr)	Hourly	36.323	37.887				
	Bi-Weekly	3,765.97	3,928.12				
	Annual	97,915.22	102,131.12				
	Holiday	6,449.52	6,727.25				
	Total Annual Pay	104,364.74	108,858.37				
Captain (80 hr)	Hourly	47.075	49.102				
	Bi-Weekly	3,766.00	3,928.16				
	Annual	97,916.00	102,132.16				
	Holiday	6,449.65	6,727.38				
	Total Annual Pay	104,365.65	108,859.54				