

APPENDIX "B1" SALARIES Firefighter

Effective July 1, 2022 through and including June 30, 2028, the straight time hourly rate (Hourly) of pay and the annual salary (Annual) for employees covered by the Agreement shall be as follows:

Firefighter EMT I		7/1/22 - 6/30/23				7/1/23 - 6/30/24				7/1/24 - 6/30/25			
Years of Service	Longevity	24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week	
		Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Candidate		19.9141	57,032.12	27.4193	57,032.12	20.5116	58,743.08	28.2419	58,743.08	21.1269	60,505.37	29.0891	60,505.37
After 1		22.0961	63,280.97	30.4235	63,280.97	22.7590	65,179.39	31.3363	65,179.39	23.4418	67,134.78	32.2764	67,134.78
After 2		23.0902	66,128.09	31.7924	66,128.09	23.7829	68,111.93	32.7461	68,111.93	24.4964	70,155.29	33.7285	70,155.29
After 3		24.0827	68,970.40	33.1589	68,970.40	24.8052	71,039.51	34.1536	71,039.51	25.5493	73,170.69	35.1783	73,170.69
After 4	Base	25.0798	71,825.97	34.5318	71,825.97	25.8321	73,980.75	35.5676	73,980.75	26.6072	76,200.17	36.6348	76,200.17
After 6	2%	25.5814	73,262.49	35.2224	73,262.49	26.3488	75,460.36	36.2790	75,460.36	27.1393	77,724.17	37.3674	77,724.17
After 8	4%	26.0830	74,699.01	35.9130	74,699.01	26.8655	76,939.98	36.9904	76,939.98	27.6714	79,248.18	38.1001	79,248.18
After 10	6%	26.5846	76,135.53	36.6036	76,135.53	27.3821	78,419.59	37.7018	78,419.59	28.2035	80,772.18	38.8328	80,772.18
After 12	8%	27.0862	77,572.05	37.2943	77,572.05	27.8988	79,899.21	38.4131	79,899.21	28.7357	82,296.18	39.5655	82,296.18
After 14	10%	27.5877	79,008.57	37.9849	79,008.57	28.4153	81,378.82	39.1244	81,378.82	29.2678	83,820.19	40.2981	83,820.19
After 16	12%	28.0893	80,445.09	38.6755	80,445.09	28.9320	82,858.44	39.8358	82,858.44	29.8000	85,344.19	41.0309	85,344.19
After 18	14%	28.5909	81,881.61	39.3661	81,881.61	29.4487	84,338.05	40.5471	84,338.05	30.3321	86,868.20	41.7635	86,868.20
After 20	16%	29.0925	83,318.12	40.0568	83,318.12	29.9653	85,817.67	41.2585	85,817.67	30.8643	88,392.20	42.4963	88,392.20
After 25	18%	29.5941	84,754.64	40.7474	84,754.64	30.4820	87,297.28	41.9699	87,297.28	31.3965	89,916.20	43.2290	89,916.20

Firefighter Non-EMT I		7/1/22 - 6/30/23				7/1/23 - 6/30/24				7/1/24 - 6/30/25			
Years of Service	Longevity	24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week	
		Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Candidate		19.3341	55,370.99	26.6206	55,370.99	19.9141	57,032.12	27.4193	57,032.12	20.5116	58,743.08	28.2419	58,743.08
After 1		21.4525	61,437.83	29.5374	61,437.83	22.0961	63,280.97	30.4235	63,280.97	22.7590	65,179.39	31.3363	65,179.39
After 2		22.4177	64,202.03	30.8664	64,202.03	23.0902	66,128.09	31.7924	66,128.09	23.7829	68,111.93	32.7461	68,111.93
After 3		23.3812	66,961.55	32.1930	66,961.55	24.0827	68,970.40	33.1589	68,970.40	24.8052	71,039.51	34.1536	71,039.51
After 4	Base	24.3493	69,733.95	33.5260	69,733.95	25.0798	71,825.97	34.5318	71,825.97	25.8321	73,980.75	35.5676	73,980.75
After 6	2%	24.8363	71,128.63	34.1965	71,128.63	25.5814	73,262.49	35.2224	73,262.49	26.3488	75,460.36	36.2790	75,460.36
After 8	4%	25.3233	72,523.31	34.8670	72,523.31	26.0830	74,699.01	35.9130	74,699.01	26.8655	76,939.98	36.9904	76,939.98
After 10	6%	25.8103	73,917.99	35.5375	73,917.99	26.5846	76,135.53	36.6036	76,135.53	27.3821	78,419.59	37.7018	78,419.59
After 12	8%	26.2972	75,312.67	36.2080	75,312.67	27.0862	77,572.05	37.2943	77,572.05	27.8988	79,899.21	38.4131	79,899.21
After 14	10%	26.7842	76,707.35	36.8785	76,707.35	27.5877	79,008.57	37.9849	79,008.57	28.4153	81,378.82	39.1244	81,378.82
After 16	12%	27.2712	78,102.03	37.5490	78,102.03	28.0893	80,445.09	38.6755	80,445.09	28.9320	82,858.44	39.8358	82,858.44
After 18	14%	27.7582	79,496.70	38.2196	79,496.70	28.5909	81,881.61	39.3661	81,881.61	29.4487	84,338.05	40.5471	84,338.05
After 20	16%	28.2452	80,891.38	38.8901	80,891.38	29.0925	83,318.12	40.0568	83,318.12	29.9653	85,817.67	41.2585	85,817.67
After 25	18%	28.7322	82,286.06	39.5606	82,286.06	29.5941	84,754.64	40.7474	84,754.64	30.4820	87,297.28	41.9699	87,297.28

* Firefighter Non-EMT I rate is for employees who do not have EMT I certification. This salary is calculated by dividing Firefighter EMT I rate by 1.03.

APPENDIX "B2" SALARIES Engineer

Effective July 1, 2022 through and including June 30, 2028, the straight time hourly rate (Hourly) of pay and the annual salary (Annual) for employees covered by the Agreement shall be as follows:

Engineer EMT I		7/1/22 - 6/30/23				7/1/23 - 6/30/24				7/1/24 - 6/30/25			
		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week	
Years of Service	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Base		26.6033	76,189.15	36.6294	76,189.15	27.4014	78,474.82	37.7283	78,474.82	28.2234	80,829.06	38.8601	80,829.06
After 6	2%	27.1354	77,712.93	37.3620	77,712.93	27.9494	80,044.32	38.4829	80,044.32	28.7879	82,445.65	39.6374	82,445.65
After 8	4%	27.6675	79,236.71	38.0946	79,236.71	28.4974	81,613.81	39.2374	81,613.81	29.3523	84,062.23	40.4145	84,062.23
After 10	6%	28.1995	80,760.49	38.8271	80,760.49	29.0455	83,183.31	39.9920	83,183.31	29.9168	85,678.81	41.1918	85,678.81
After 12	8%	28.7315	82,284.28	39.5598	82,284.28	29.5935	84,752.81	40.7465	84,752.81	30.4813	87,295.39	41.9689	87,295.39
After 14	10%	29.2636	83,808.06	40.2924	83,808.06	30.1415	86,322.30	41.5011	86,322.30	31.0458	88,911.97	42.7461	88,911.97
After 16	12%	29.7956	85,331.84	41.0249	85,331.84	30.6895	87,891.80	42.2556	87,891.80	31.6103	90,528.55	43.5234	90,528.55
After 18	14%	30.3277	86,855.63	41.7575	86,855.63	31.2376	89,461.29	43.0103	89,461.29	32.1747	92,145.13	44.3005	92,145.13
After 20	16%	30.8598	88,379.41	42.4901	88,379.41	31.7856	91,030.79	43.7648	91,030.79	32.7392	93,761.71	45.0778	93,761.71
After 25	18%	31.3919	89,903.19	43.2228	89,903.19	32.3336	92,600.29	44.5194	92,600.29	33.3037	95,378.30	45.8550	95,378.30

Engineer Non-EMT I		7/1/22 - 6/30/23				7/1/23 - 6/30/24				7/1/24 - 6/30/25			
		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week	
Years of Service	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Base		25.8284	73,970.04	35.5625	73,970.04	26.6033	76,189.15	36.6294	76,189.15	27.4014	78,474.82	37.7283	78,474.82
After 6	2%	26.3450	75,449.45	36.2738	75,449.45	27.1354	77,712.93	37.3620	77,712.93	27.9494	80,044.32	38.4829	80,044.32
After 8	4%	26.8616	76,928.85	36.9850	76,928.85	27.6675	79,236.71	38.0946	79,236.71	28.4974	81,613.81	39.2374	81,613.81
After 10	6%	27.3781	78,408.25	37.6963	78,408.25	28.1995	80,760.49	38.8271	80,760.49	29.0455	83,183.31	39.9920	83,183.31
After 12	8%	27.8947	79,887.65	38.4075	79,887.65	28.7315	82,284.28	39.5598	82,284.28	29.5935	84,752.81	40.7465	84,752.81
After 14	10%	28.4113	81,367.05	39.1188	81,367.05	29.2636	83,808.06	40.2924	83,808.06	30.1415	86,322.30	41.5011	86,322.30
After 16	12%	28.9278	82,846.45	39.8300	82,846.45	29.7956	85,331.84	41.0249	85,331.84	30.6895	87,891.80	42.2556	87,891.80
After 18	14%	29.4444	84,325.85	40.5413	84,325.85	30.3277	86,855.63	41.7575	86,855.63	31.2376	89,461.29	43.0103	89,461.29
After 20	16%	29.9610	85,805.25	41.2525	85,805.25	30.8598	88,379.41	42.4901	88,379.41	31.7856	91,030.79	43.7648	91,030.79
After 25	18%	30.4775	87,284.65	41.9638	87,284.65	31.3919	89,903.19	43.2228	89,903.19	32.3336	92,600.29	44.5194	92,600.29

* Engineer Non-EMT I rate is for employees who do not have current EMT I certification. This rate is calculated by dividing Engineer EMT I rate by 1.03.

APPENDIX "B3" SALARIES Lieutenant

Effective July 1, 2022 through and including June 30, 2028, the straight time hourly rate (Hourly) of pay and the annual salary (Annual) for employees covered by the Agreement shall be as follows:

Lieutenant EMT I		7/1/22 - 6/30/23				7/1/23 - 6/30/24				7/1/24 - 6/30/25			
		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week	
Years of Service	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Base		28.6592	82,076.93	39.4601	82,076.93	29.5189	84,539.23	40.6439	84,539.23	30.4044	87,075.41	41.8631	87,075.41
After 6	2%	29.2323	83,718.46	40.2493	83,718.46	30.1093	86,230.02	41.4568	86,230.02	31.0126	88,816.92	42.7005	88,816.92
After 8	4%	29.8055	85,360.00	41.0385	85,360.00	30.6997	87,920.80	42.2696	87,920.80	31.6207	90,558.43	43.5378	90,558.43
After 10	6%	30.3787	87,001.54	41.8276	87,001.54	31.2901	89,611.59	43.0825	89,611.59	32.2288	92,299.94	44.3750	92,299.94
After 12	8%	30.9519	88,643.08	42.6169	88,643.08	31.8804	91,302.37	43.8954	91,302.37	32.8369	94,041.44	45.2123	94,041.44
After 14	10%	31.5251	90,284.62	43.4061	90,284.62	32.4708	92,993.16	44.7083	92,993.16	33.4449	95,782.95	46.0495	95,782.95
After 16	12%	32.0982	91,926.16	44.1953	91,926.16	33.0612	94,683.94	45.5211	94,683.94	34.0530	97,524.46	46.8868	97,524.46
After 18	14%	32.6714	93,567.70	44.9845	93,567.70	33.6516	96,374.73	46.3340	96,374.73	34.6611	99,265.97	47.7240	99,265.97
After 20	16%	33.2446	95,209.23	45.7736	95,209.23	34.2419	98,065.51	47.1469	98,065.51	35.2692	101,007.48	48.5613	101,007.48
After 25	18%	33.8178	96,850.77	46.5629	96,850.77	34.8323	99,756.30	47.9598	99,756.30	35.8773	102,748.98	49.3985	102,748.98

Lieutenant Non-EMT I		7/1/22 - 6/30/23				7/1/23 - 6/30/24				7/1/24 - 6/30/25			
		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week	
Years of Service	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Base		27.8244	79,686.34	38.3108	79,686.34	28.6592	82,076.93	39.4601	82,076.93	29.5189	84,539.23	40.6439	84,539.23
After 6	2%	28.3809	81,280.06	39.0770	81,280.06	29.2323	83,718.46	40.2493	83,718.46	30.1093	86,230.02	41.4568	86,230.02
After 8	4%	28.9374	82,873.79	39.8431	82,873.79	29.8055	85,360.00	41.0385	85,360.00	30.6997	87,920.80	42.2696	87,920.80
After 10	6%	29.4939	84,467.52	40.6094	84,467.52	30.3787	87,001.54	41.8276	87,001.54	31.2901	89,611.59	43.0825	89,611.59
After 12	8%	30.0504	86,061.24	41.3756	86,061.24	30.9519	88,643.08	42.6169	88,643.08	31.8804	91,302.37	43.8954	91,302.37
After 14	10%	30.6068	87,654.97	42.1418	87,654.97	31.5251	90,284.62	43.4061	90,284.62	32.4708	92,993.16	44.7083	92,993.16
After 16	12%	31.1633	89,248.70	42.9080	89,248.70	32.0982	91,926.16	44.1953	91,926.16	33.0612	94,683.94	45.5211	94,683.94
After 18	14%	31.7198	90,842.42	43.6743	90,842.42	32.6714	93,567.70	44.9845	93,567.70	33.6516	96,374.73	46.3340	96,374.73
After 20	16%	32.2764	92,436.15	44.4405	92,436.15	33.2446	95,209.23	45.7736	95,209.23	34.2419	98,065.51	47.1469	98,065.51
After 25	18%	32.8328	94,029.88	45.2066	94,029.88	33.8178	96,850.77	46.5629	96,850.77	34.8323	99,756.30	47.9598	99,756.30

* Lieutenant Non-EMT I rate is for employees who do not have current EMT I certification. This rate is calculated by dividing Lieutenant EMT I rate by 1.03.

APPENDIX "B4" SALARIES Captain

Effective July 1, 2022 through and including June 30, 2028, the straight time hourly rate (Hourly) of pay and the annual salary (Annual) for employees covered by the Agreement shall be as follows:

Captain EMT I		7/1/22 - 6/30/23				7/1/23 - 6/30/24				7/1/24 - 6/30/25			
		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week	
Years of Service	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Base		30.3787	87,001.40	41.8276	87,001.40	31.2900	89,611.45	43.0824	89,611.45	32.2287	92,299.79	44.3749	92,299.79
After 6	2%	30.9862	88,741.43	42.6641	88,741.43	31.9158	91,403.68	43.9441	91,403.68	32.8733	94,145.79	45.2624	94,145.79
After 8	4%	31.5938	90,481.46	43.5008	90,481.46	32.5416	93,195.90	44.8058	93,195.90	33.5178	95,991.78	46.1499	95,991.78
After 10	6%	32.2014	92,221.49	44.3373	92,221.49	33.1674	94,988.13	45.6674	94,988.13	34.1624	97,837.78	47.0374	97,837.78
After 12	8%	32.8089	93,961.52	45.1738	93,961.52	33.7932	96,780.36	46.5290	96,780.36	34.8070	99,683.77	47.9249	99,683.77
After 14	10%	33.4165	95,701.55	46.0104	95,701.55	34.4190	98,572.59	47.3906	98,572.59	35.4516	101,529.77	48.8124	101,529.77
After 16	12%	34.0241	97,441.57	46.8469	97,441.57	35.0448	100,364.82	48.2524	100,364.82	36.0961	103,375.77	49.6999	103,375.77
After 18	14%	34.6317	99,181.60	47.6835	99,181.60	35.6706	102,157.05	49.1140	102,157.05	36.7407	105,221.76	50.5874	105,221.76
After 20	16%	35.2392	100,921.63	48.5200	100,921.63	36.2964	103,949.28	49.9756	103,949.28	37.3853	107,067.76	51.4749	107,067.76
After 25	18%	35.8468	102,661.66	49.3566	102,661.66	36.9222	105,741.51	50.8373	105,741.51	38.0299	108,913.75	52.3624	108,913.75

Captain Non-EMT I		7/1/22 - 6/30/23				7/1/23 - 6/30/24				7/1/24 - 6/30/25			
		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week	
Years of Service	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Base		29.4939	84,467.38	40.6094	84,467.38	30.3787	87,001.40	41.8276	87,001.40	31.2900	89,611.45	43.0824	89,611.45
After 6	2%	30.0837	86,156.73	41.4215	86,156.73	30.9862	88,741.43	42.6641	88,741.43	31.9158	91,403.68	43.9441	91,403.68
After 8	4%	30.6736	87,846.08	42.2338	87,846.08	31.5938	90,481.46	43.5008	90,481.46	32.5416	93,195.90	44.8058	93,195.90
After 10	6%	31.2635	89,535.43	43.0459	89,535.43	32.2014	92,221.49	44.3373	92,221.49	33.1674	94,988.13	45.6674	94,988.13
After 12	8%	31.8534	91,224.77	43.8581	91,224.77	32.8089	93,961.52	45.1738	93,961.52	33.7932	96,780.36	46.5290	96,780.36
After 14	10%	32.4432	92,914.12	44.6703	92,914.12	33.4165	95,701.55	46.0104	95,701.55	34.4190	98,572.59	47.3906	98,572.59
After 16	12%	33.0330	94,603.47	45.4824	94,603.47	34.0241	97,441.57	46.8469	97,441.57	35.0448	100,364.82	48.2524	100,364.82
After 18	14%	33.6230	96,292.82	46.2946	96,292.82	34.6317	99,181.60	47.6835	99,181.60	35.6706	102,157.05	49.1140	102,157.05
After 20	16%	34.2128	97,982.16	47.1068	97,982.16	35.2392	100,921.63	48.5200	100,921.63	36.2964	103,949.28	49.9756	103,949.28
After 25	18%	34.8027	99,671.51	47.9190	99,671.51	35.8468	102,661.66	49.3566	102,661.66	36.9222	105,741.51	50.8373	105,741.51

* Captain Non-EMT I rate is for employees who do not have current EMT I certification. This rate is calculated by dividing Captain EMT I rate by 1.03.

APPENDIX "B1" SALARIES Firefighter

Effective July 1, 2022 through and including June 30, 2028, the straight time hourly rate (Hourly) of pay and the annual salary (Annual) for employees covered by the Agreement shall be as follows:

Firefighter EMT I		7/1/25 - 6/30/26				7/1/26 - 6/30/27				7/1/27 - 6/30/28			
Years of Service	Longevity	24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week	
		Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Candidate		21.7607	62,320.53	29.9618	62,320.53	22.4135	64,190.15	30.8606	64,190.15	23.0860	66,115.86	31.7865	66,115.86
After 1		24.1450	69,148.82	33.2446	69,148.82	24.8694	71,223.28	34.2420	71,223.28	25.6154	73,359.98	35.2693	73,359.98
After 2		25.2313	72,259.95	34.7404	72,259.95	25.9883	74,427.75	35.7826	74,427.75	26.7679	76,660.58	36.8560	76,660.58
After 3		26.3158	75,365.82	36.2336	75,365.82	27.1053	77,626.79	37.3206	77,626.79	27.9185	79,955.59	38.4403	79,955.59
After 4	Base	27.4054	78,486.18	37.7338	78,486.18	28.2275	80,840.76	38.8658	80,840.76	29.0744	83,265.98	40.0318	83,265.98
After 6	2%	27.9534	80,055.90	38.4884	80,055.90	28.7921	82,457.58	39.6431	82,457.58	29.6558	84,931.30	40.8324	84,931.30
After 8	4%	28.5016	81,625.62	39.2431	81,625.62	29.3566	84,074.39	40.4204	84,074.39	30.2373	86,596.62	41.6330	86,596.62
After 10	6%	29.0497	83,195.35	39.9978	83,195.35	29.9212	85,691.21	41.1978	85,691.21	30.8188	88,261.94	42.4336	88,261.94
After 12	8%	29.5978	84,765.07	40.7525	84,765.07	30.4857	87,308.02	41.9750	87,308.02	31.4003	89,927.26	43.2343	89,927.26
After 14	10%	30.1459	86,334.79	41.5071	86,334.79	31.0503	88,924.84	42.7524	88,924.84	31.9818	91,592.58	44.0349	91,592.58
After 16	12%	30.6940	87,904.52	42.2618	87,904.52	31.6148	90,541.65	43.5296	90,541.65	32.5632	93,257.90	44.8355	93,257.90
After 18	14%	31.2421	89,474.24	43.0165	89,474.24	32.1794	92,158.47	44.3070	92,158.47	33.1447	94,923.22	45.6361	94,923.22
After 20	16%	31.7902	91,043.96	43.7711	91,043.96	32.7439	93,775.28	45.0843	93,775.28	33.7262	96,588.54	46.4368	96,588.54
After 25	18%	32.3383	92,613.69	44.5258	92,613.69	33.3085	95,392.10	45.8616	95,392.10	34.3077	98,253.86	47.2374	98,253.86

Firefighter Non-EMT I		7/1/25 - 6/30/26				7/1/26 - 6/30/27				7/1/27 - 6/30/28			
Years of Service	Longevity	24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week	
		Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Candidate		21.1269	60,505.37	29.0891	60,505.37	21.7607	62,320.53	29.9618	62,320.53	22.4135	64,190.15	30.8606	64,190.15
After 1		23.4418	67,134.78	32.2764	67,134.78	24.1450	69,148.82	33.2446	69,148.82	24.8694	71,223.28	34.2420	71,223.28
After 2		24.4964	70,155.29	33.7285	70,155.29	25.2313	72,259.95	34.7404	72,259.95	25.9883	74,427.75	35.7826	74,427.75
After 3		25.5493	73,170.69	35.1783	73,170.69	26.3158	75,365.82	36.2336	75,365.82	27.1053	77,626.79	37.3206	77,626.79
After 4	Base	26.6072	76,200.17	36.6348	76,200.17	27.4054	78,486.18	37.7338	78,486.18	28.2275	80,840.76	38.8658	80,840.76
After 6	2%	27.1393	77,724.17	37.3674	77,724.17	27.9534	80,055.90	38.4884	80,055.90	28.7921	82,457.58	39.6431	82,457.58
After 8	4%	27.6714	79,248.18	38.1001	79,248.18	28.5016	81,625.62	39.2431	81,625.62	29.3566	84,074.39	40.4204	84,074.39
After 10	6%	28.2035	80,772.18	38.8328	80,772.18	29.0497	83,195.35	39.9978	83,195.35	29.9212	85,691.21	41.1978	85,691.21
After 12	8%	28.7357	82,296.18	39.5655	82,296.18	29.5978	84,765.07	40.7525	84,765.07	30.4857	87,308.02	41.9750	87,308.02
After 14	10%	29.2678	83,820.19	40.2981	83,820.19	30.1459	86,334.79	41.5071	86,334.79	31.0503	88,924.84	42.7524	88,924.84
After 16	12%	29.8000	85,344.19	41.0309	85,344.19	30.6940	87,904.52	42.2618	87,904.52	31.6148	90,541.65	43.5296	90,541.65
After 18	14%	30.3321	86,868.20	41.7635	86,868.20	31.2421	89,474.24	43.0165	89,474.24	32.1794	92,158.47	44.3070	92,158.47
After 20	16%	30.8643	88,392.20	42.4963	88,392.20	31.7902	91,043.96	43.7711	91,043.96	32.7439	93,775.28	45.0843	93,775.28
After 25	18%	31.3965	89,916.20	43.2290	89,916.20	32.3383	92,613.69	44.5258	92,613.69	33.3085	95,392.10	45.8616	95,392.10

* Firefighter Non-EMT I rate is for employees who do not have EMT I certification. This salary is calculated by dividing Firefighter EMT I rate by 1.03.

APPENDIX "B2" SALARIES Engineer

Effective July 1, 2022 through and including June 30, 2028, the straight time hourly rate (Hourly) of pay and the annual salary (Annual) for employees covered by the Agreement shall be as follows:

Engineer EMT I		7/1/25 - 6/30/26				7/1/26 - 6/30/27				7/1/27 - 6/30/28			
		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week	
Years of Service	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Base		29.0701	83,253.94	40.0259	83,253.94	29.9423	85,751.55	41.2268	85,751.55	30.8405	88,324.10	42.4635	88,324.10
After 6	2%	29.6516	84,919.02	40.8265	84,919.02	30.5411	87,466.59	42.0513	87,466.59	31.4573	90,090.58	43.3128	90,090.58
After 8	4%	30.2330	86,584.09	41.6270	86,584.09	31.1399	89,181.62	42.8758	89,181.62	32.0741	91,857.07	44.1620	91,857.07
After 10	6%	30.8143	88,249.17	42.4275	88,249.17	31.7387	90,896.65	43.7003	90,896.65	32.6910	93,623.55	45.0114	93,623.55
After 12	8%	31.3957	89,914.25	43.2280	89,914.25	32.3376	92,611.68	44.5249	92,611.68	33.3078	95,390.03	45.8606	95,390.03
After 14	10%	31.9771	91,579.33	44.0285	91,579.33	32.9365	94,326.71	45.3494	94,326.71	33.9246	97,156.51	46.7099	97,156.51
After 16	12%	32.5585	93,244.41	44.8290	93,244.41	33.5353	96,041.74	46.1739	96,041.74	34.5414	98,922.99	47.5591	98,922.99
After 18	14%	33.1399	94,909.49	45.6295	94,909.49	34.1342	97,756.77	46.9985	97,756.77	35.1581	100,689.48	48.4084	100,689.48
After 20	16%	33.7214	96,574.57	46.4301	96,574.57	34.7330	99,471.80	47.8230	99,471.80	35.7749	102,455.96	49.2576	102,455.96
After 25	18%	34.3028	98,239.65	47.2306	98,239.65	35.3318	101,186.83	48.6475	101,186.83	36.3918	104,222.44	50.1070	104,222.44

Engineer Non-EMT I		7/1/25 - 6/30/26				7/1/26 - 6/30/27				7/1/27 - 6/30/28			
		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week	
Years of Service	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Base		28.2234	80,829.06	38.8601	80,829.06	29.0701	83,253.94	40.0259	83,253.94	29.9423	85,751.55	41.2268	85,751.55
After 6	2%	28.7879	82,445.65	39.6374	82,445.65	29.6516	84,919.02	40.8265	84,919.02	30.5411	87,466.59	42.0513	87,466.59
After 8	4%	29.3523	84,062.23	40.4145	84,062.23	30.2330	86,584.09	41.6270	86,584.09	31.1399	89,181.62	42.8758	89,181.62
After 10	6%	29.9168	85,678.81	41.1918	85,678.81	30.8143	88,249.17	42.4275	88,249.17	31.7387	90,896.65	43.7003	90,896.65
After 12	8%	30.4813	87,295.39	41.9689	87,295.39	31.3957	89,914.25	43.2280	89,914.25	32.3376	92,611.68	44.5249	92,611.68
After 14	10%	31.0458	88,911.97	42.7461	88,911.97	31.9771	91,579.33	44.0285	91,579.33	32.9365	94,326.71	45.3494	94,326.71
After 16	12%	31.6103	90,528.55	43.5234	90,528.55	32.5585	93,244.41	44.8290	93,244.41	33.5353	96,041.74	46.1739	96,041.74
After 18	14%	32.1747	92,145.13	44.3005	92,145.13	33.1399	94,909.49	45.6295	94,909.49	34.1342	97,756.77	46.9985	97,756.77
After 20	16%	32.7392	93,761.71	45.0778	93,761.71	33.7214	96,574.57	46.4301	96,574.57	34.7330	99,471.80	47.8230	99,471.80
After 25	18%	33.3037	95,378.30	45.8550	95,378.30	34.3028	98,239.65	47.2306	98,239.65	35.3318	101,186.83	48.6475	101,186.83

* Engineer Non-EMT I rate is for employees who do not have current EMT I certification. This rate is calculated by dividing Engineer EMT I rate by 1.03.

APPENDIX "B3" SALARIES Lieutenant

Effective July 1, 2022 through and including June 30, 2028, the straight time hourly rate (Hourly) of pay and the annual salary (Annual) for employees covered by the Agreement shall be as follows:

Lieutenant EMT I		7/1/25 - 6/30/26				7/1/26 - 6/30/27				7/1/27 - 6/30/28			
		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week	
Years of Service	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Base		31.3167	89,687.67	43.1191	89,687.67	32.2561	92,378.30	44.4126	92,378.30	33.2238	95,149.65	45.7450	95,149.65
After 6	2%	31.9430	91,481.43	43.9815	91,481.43	32.9012	94,225.87	45.3009	94,225.87	33.8882	97,052.65	46.6599	97,052.65
After 8	4%	32.5693	93,275.18	44.8439	93,275.18	33.5463	96,073.44	46.1891	96,073.44	34.5528	98,955.64	47.5749	98,955.64
After 10	6%	33.1956	95,068.93	45.7063	95,068.93	34.1915	97,921.00	47.0774	97,921.00	35.2172	100,858.63	48.4898	100,858.63
After 12	8%	33.8220	96,862.69	46.5686	96,862.69	34.8366	99,768.57	47.9656	99,768.57	35.8817	102,761.62	49.4046	102,761.62
After 14	10%	34.4483	98,656.44	47.4310	98,656.44	35.4817	101,616.13	48.8539	101,616.13	36.5462	104,664.62	50.3195	104,664.62
After 16	12%	35.0746	100,450.19	48.2934	100,450.19	36.1268	103,463.70	49.7421	103,463.70	37.2106	106,567.61	51.2344	106,567.61
After 18	14%	35.7010	102,243.95	49.1558	102,243.95	36.7719	105,311.27	50.6304	105,311.27	37.8752	108,470.60	52.1494	108,470.60
After 20	16%	36.3273	104,037.70	50.0181	104,037.70	37.4171	107,158.83	51.5186	107,158.83	38.5396	110,373.60	53.0643	110,373.60
After 25	18%	36.9536	105,831.45	50.8805	105,831.45	38.0622	109,006.40	52.4069	109,006.40	39.2041	112,276.59	53.9791	112,276.59

Lieutenant Non-EMT I		7/1/25 - 6/30/26				7/1/26 - 6/30/27				7/1/27 - 6/30/28			
		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week	
Years of Service	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Base		30.4044	87,075.41	41.8631	87,075.41	31.3167	89,687.67	43.1191	89,687.67	32.2561	92,378.30	44.4126	92,378.30
After 6	2%	31.0126	88,816.92	42.7005	88,816.92	31.9430	91,481.43	43.9815	91,481.43	32.9012	94,225.87	45.3009	94,225.87
After 8	4%	31.6207	90,558.43	43.5378	90,558.43	32.5693	93,275.18	44.8439	93,275.18	33.5463	96,073.44	46.1891	96,073.44
After 10	6%	32.2288	92,299.94	44.3750	92,299.94	33.1956	95,068.93	45.7063	95,068.93	34.1915	97,921.00	47.0774	97,921.00
After 12	8%	32.8369	94,041.44	45.2123	94,041.44	33.8220	96,862.69	46.5686	96,862.69	34.8366	99,768.57	47.9656	99,768.57
After 14	10%	33.4449	95,782.95	46.0495	95,782.95	34.4483	98,656.44	47.4310	98,656.44	35.4817	101,616.13	48.8539	101,616.13
After 16	12%	34.0530	97,524.46	46.8868	97,524.46	35.0746	100,450.19	48.2934	100,450.19	36.1268	103,463.70	49.7421	103,463.70
After 18	14%	34.6611	99,265.97	47.7240	99,265.97	35.7010	102,243.95	49.1558	102,243.95	36.7719	105,311.27	50.6304	105,311.27
After 20	16%	35.2692	101,007.48	48.5613	101,007.48	36.3273	104,037.70	50.0181	104,037.70	37.4171	107,158.83	51.5186	107,158.83
After 25	18%	35.8773	102,748.98	49.3985	102,748.98	36.9536	105,831.45	50.8805	105,831.45	38.0622	109,006.40	52.4069	109,006.40

* Lieutenant Non-EMT I rate is for employees who do not have current EMT I certification. This rate is calculated by dividing Lieutenant EMT I rate by 1.03.

APPENDIX "B4" SALARIES Captain

Effective July 1, 2022 through and including June 30, 2028, the straight time hourly rate (Hourly) of pay and the annual salary (Annual) for employees covered by the Agreement shall be as follows:

Captain EMT I		7/1/25 - 6/30/26				7/1/26 - 6/30/27				7/1/27 - 6/30/28			
		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week	
Years of Service	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Base		33.1956	95,068.78	45.7061	95,068.78	34.1915	97,920.85	47.0774	97,920.85	35.2172	100,858.47	48.4896	100,858.47
After 6	2%	33.8595	96,970.16	46.6203	96,970.16	34.8753	99,879.26	48.0189	99,879.26	35.9216	102,875.64	49.4595	102,875.64
After 8	4%	34.5234	98,871.54	47.5344	98,871.54	35.5591	101,837.68	48.9604	101,837.68	36.6259	104,892.81	50.4293	104,892.81
After 10	6%	35.1873	100,772.91	48.4485	100,772.91	36.2429	103,796.10	49.9020	103,796.10	37.3302	106,909.98	51.3990	106,909.98
After 12	8%	35.8512	102,674.29	49.3626	102,674.29	36.9267	105,754.52	50.8435	105,754.52	38.0346	108,927.15	52.3689	108,927.15
After 14	10%	36.5151	104,575.66	50.2768	104,575.66	37.6106	107,712.93	51.7851	107,712.93	38.7389	110,944.32	53.3386	110,944.32
After 16	12%	37.1790	106,477.04	51.1909	106,477.04	38.2944	109,671.35	52.7266	109,671.35	39.4432	112,961.49	54.3084	112,961.49
After 18	14%	37.8429	108,378.41	52.1050	108,378.41	38.9782	111,629.77	53.6681	111,629.77	40.1476	114,978.66	55.2783	114,978.66
After 20	16%	38.5069	110,279.79	53.0191	110,279.79	39.6621	113,588.18	54.6098	113,588.18	40.8519	116,995.83	56.2480	116,995.83
After 25	18%	39.1708	112,181.17	53.9333	112,181.17	40.3459	115,546.60	55.5513	115,546.60	41.5562	119,013.00	57.2178	119,013.00

Captain Non-EMT I		7/1/25 - 6/30/26				7/1/26 - 6/30/27				7/1/27 - 6/30/28			
		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week		24 Hour Day		40 Hour Week	
Years of Service	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Base		32.2287	92,299.79	44.3749	92,299.79	33.1956	95,068.78	45.7061	95,068.78	34.1915	97,920.85	47.0774	97,920.85
After 6	2%	32.8733	94,145.79	45.2624	94,145.79	33.8595	96,970.16	46.6203	96,970.16	34.8753	99,879.26	48.0189	99,879.26
After 8	4%	33.5178	95,991.78	46.1499	95,991.78	34.5234	98,871.54	47.5344	98,871.54	35.5591	101,837.68	48.9604	101,837.68
After 10	6%	34.1624	97,837.78	47.0374	97,837.78	35.1873	100,772.91	48.4485	100,772.91	36.2429	103,796.10	49.9020	103,796.10
After 12	8%	34.8070	99,683.77	47.9249	99,683.77	35.8512	102,674.29	49.3626	102,674.29	36.9267	105,754.52	50.8435	105,754.52
After 14	10%	35.4516	101,529.77	48.8124	101,529.77	36.5151	104,575.66	50.2768	104,575.66	37.6106	107,712.93	51.7851	107,712.93
After 16	12%	36.0961	103,375.77	49.6999	103,375.77	37.1790	106,477.04	51.1909	106,477.04	38.2944	109,671.35	52.7266	109,671.35
After 18	14%	36.7407	105,221.76	50.5874	105,221.76	37.8429	108,378.41	52.1050	108,378.41	38.9782	111,629.77	53.6681	111,629.77
After 20	16%	37.3853	107,067.76	51.4749	107,067.76	38.5069	110,279.79	53.0191	110,279.79	39.6621	113,588.18	54.6098	113,588.18
After 25	18%	38.0299	108,913.75	52.3624	108,913.75	39.1708	112,181.17	53.9333	112,181.17	40.3459	115,546.60	55.5513	115,546.60

* Captain Non-EMT I rate is for employees who do not have current EMT I certification. This rate is calculated by dividing Captain EMT I rate by 1.03.