

Attachment 2

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF BEVERLY HILLS

AND

**BEVERLY HILLS
FIREFIGHTERS' ASSOCIATION**

October 6, 2015 - September 30, 2019

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EXHIBIT "A": SALARY SCHEDULES AND MATRICES FOR TERM OF CONTRACT
EXHIBIT "B": DEFINITIONS OF "NEW MEMBER" AND "CLASSIC MEMBER" PER THE
PUBLIC EMPLOYEES' PENSION REFORM ACT OF 2013 (PEPRA)

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF BEVERLY HILLS AND
THE BEVERLY HILLS FIREFIGHTERS' ASSOCIATION**

WHEREAS, the Beverly Hills Firefighters' Association, (hereinafter "Association") a formally recognized employee organization, representing all nonexecutive sworn safety fire personnel, and duly authorized representatives of the management of the City of Beverly Hills, have met and conferred in good faith freely exchanging information, opinions and proposals, and have reached the following understanding on matters within the scope of representation. The following classifications are represented by the Association:

Firefighter
Firefighter Paramedic
Fire Engineer
Fire Captain
Fire Battalion Chief

Now, therefore, the parties agree and mutually recommend to the City Council of the City of Beverly Hills the following for its determination:

1. Integration. This document embodies a written memorandum of the entire understanding and mutual agreement of the parties as required by Government Code Section 3505.1 and supersedes all prior Memoranda of Understanding and verbal agreements between the parties hereto.

It is recognized that there exists now certain past practices, policies or procedures that are in force and effect which affect wages, hours and working conditions. To that extent, it is agreed that such practices, policies and procedures shall remain in full force and effect during the entire term of this agreement, unless they are inconsistent with the provisions of this MOU, or unless they are changed by agreement of the parties.

2. Term. Unless otherwise specified herein, this Memorandum of Understanding shall be effective beginning October 6, 2015 and shall expire on September 30, 2019.

1. SALARIES

The ranks of Firefighter, Fire Engineer, Fire Captain and Fire Battalion Chief shall each be separated from the top step of one classification to the top step of the higher classification by 17.7% respectively (equal to six 2.75% increments compounded). The salary schedules and matrices for the duration of the contract, copies of which are attached hereto as Exhibit "A", outline the base salary steps for each classification. Each salary step differential shall be the equivalent of two 2.75% increments compounded.

Effective the pay period including October 6, 2015, employees will receive a base salary increase of two percent (2%).

Effective the pay period following adoption of this MOU, employees will receive a base salary increase of six percent (6%).

Effective the pay period including October 1, 2016, employees will receive a base salary increase of two percent (2%).

Effective the pay period including October 1, 2017, employees will receive a base salary increase of two and one half percent (2.5%).

Effective the pay period including October 1, 2018, employees will receive a base salary increase of three percent (3%).

2. APPOINTMENT AND ADVANCEMENT

A. Probationary Period

The probationary period for new fire employees shall be one year from the date upon which they start the mandatory orientation training. This probationary period applies to newly hired and laterally transferred recruit Firefighters. This one year probationary period is in addition to any time spent by recruit Firefighters attending an off-site recruit academy. Any probationary period may be extended at the discretion of the Fire Chief.

The probationary period for promoted fire employees shall be one year from the date of promotion. Benefits and leave rights shall be available to employees on probation as a result of accepting a promotion.

B. Salary Placement

The City Manager may make appointments to or advancements within the prescribed ranges of specific positions upon evaluation of employee qualifications and performance. Normally, employees shall be appointed at the first step and shall be eligible to be advanced through the five (5) basic steps in their allocated schedules as follows:

New employees shall be appointed at the first step of the schedule prescribed for the classification unless, upon the recommendation of the Assistant Director of Administrative Services/Human Resources, the City Manager authorizes hiring at a higher step. Such authorization shall be kept to a minimum and based upon proven inability to recruit at the first step, or upon ascertained special talent and ability of the prospective employee.

C. Advancement Through Range

Unless otherwise provided, every probationary employee shall receive a salary step increase to Step 2 upon satisfactory completion of the first six months of service. Annually thereafter, the employee will be eligible for salary increases to Steps 3-5 (to move to the next step) on the anniversary of the increase from step 1 to step 2.

Increases will be given in accordance with the aforementioned schedule provided said employee has received an evaluation with an overall rating of at least satisfactory. The salary step increase will be effective on the first day of the pay period that begins after his or her increase date.

In the event a new employee is appointed to a step above the first, he/she shall be eligible for a salary step increase upon the completion of one year of service (on the first date of the pay period that begins after one year of service has been completed) and receipt of an evaluation with an overall rating of at least satisfactory.

All step increases are recommended by the employee's supervisor and the Fire Chief or designee and are to be approved by the Assistant Director of Administrative Services/Human Resources or designee.

D. Step Placement and Advancement Upon Promotion

An employee who is promoted shall be appointed to the first step of the salary schedule of the new classification, unless the first step does not result in a 5.5% increase. In such cases, the employee will be placed at the next step that provides the employee a minimum of a 5.5% increase. Assignment pays shall be calculated as part of base salary for the purpose of establishing the initial salary step of a newly promoted employee.

Regardless of the step placement upon promotion, employees who are promoted from one position to another within the unit will be eligible for a step increase after 6 months of satisfactory service. Annually thereafter, employees will be eligible for step increases until the top step in the range is achieved.

E. Filling Position out of Classification (F.P.O.C.)

Filling Position out of Classification (F.P.O.C.) is defined as a temporary assignment of any duration to a higher classification for which an employee is qualified, but has yet to achieve a permanent promotion.

F.P.O.C. compensation shall be paid at the first step of the salary schedule of the higher classification. In the event the first step of that salary range is less than 5.5% above the current level of pay for the affected employee, he or she shall be compensated at a higher step of that salary range which is at least 5.5% above the current level of pay. In the event a firefighter

works F.P.O.C. as a paramedic, he/she is to be compensated per the paramedic salary matrix attached hereto as Exhibit "A" at the paramedic salary step that correlates with his/her current salary step and range as a firefighter (i.e., a top step firefighter that works F.P.O.C. as a paramedic will be compensated at the top step paramedic (at the range which correlates with the pay currently being received) and a first step firefighter would be compensated at the first step paramedic). The 5.5% separation shall not apply to firefighters working F.P.O.C. as paramedics.

F. Effective Date Of Increases

Approved salary step increases shall be effective on the first day of the pay period that begins after the qualifying date of the increase (e.g. the six month or one year mark and annually thereafter).

G. Special Merit Advancement

The City Manager may authorize the advancement of an employee to any step within the prescribed schedule for the employee's current position, upon written recommendation of the Fire Chief or designee, as submitted to the Assistant Director of Administrative Services/Human Resources. Such salary increases shall be effective on the first day of the pay period following the approval of the City Manager if not otherwise specified by the City Manager. A special merit advancement shall cause the anniversary date of an employee to change to the effective date of the special merit advancement.

H. Superior-Subordinate Salary Relationship

For the purpose of this section, a superior-subordinate relationship is defined as a relationship in which a classification has the responsibility for the direct supervision of another classification on a permanent basis.

In such a relationship, the superior shall be paid a monthly salary rate above his or her subordinates. When a subordinate's monthly salary rate is equal to or exceeds that which is being paid to his or her superior, the superior shall receive a special adjustment in an amount which is at least 2.75% above that received by his or her highest paid subordinate. At any time the superior's base salary (excluding this salary adjustment) exceeds the base salary of his or her subordinates, the salary adjustment granted to him/her by this section shall be eliminated.

Monthly salary is defined as the base monthly salary paid to a position. Excluded from salary computations for this provision are any special pays, shift differentials, overtime payments, or any additional payment paid to a position.

3. HOURS OF WORK, WORK PERIOD AND OVERTIME

Fire suppression personnel shall be regularly assigned to work either 121 or 122 shifts per year. Sworn employees assigned to a 40 hour work week shall be assigned to a 4/10 work schedule; said schedule shall be flexible to accommodate the needs of the department relative to training. The City has adopted the 24-day FLSA work period in accordance with Section 7(k) of the FLSA. Each of the three platoon shifts will be scheduled to work eight 24-hour shifts during the 24 day work period. Although employees in the unit are scheduled either a 24 hour suppression shift or a 10 hour administrative shift, all employees in the unit are subject to the 24 day FLSA work period in accordance with Section 207(k) of the FLSA.

Employees shall be paid overtime in the following manner and as specified in the Fire Department Personnel Manual:

Employees assigned to a 24 hour suppression shift shall be entitled to premium overtime compensation at the rate of one and one-half times their regular rate of pay for all time worked or regarded as having been worked, as defined below, in excess of the duration of their daily work shift and/or in excess of 182 hours in a 24 day work period, except that they shall earn overtime for the hours between 182 and 192 at the rate of one-half times their regular rate of pay. In that regard, during each pay period, pay for an additional 2.93 hours at the straight time regular rate of pay shall be provided to each such employee.

Employees assigned to a forty hour workweek shall be entitled to premium overtime compensation at the rate of one and one-half times their regular rate of pay for all time worked or regarded as having been worked, as defined below, in excess of the duration of their regularly scheduled daily work shift or in excess of forty hours in a seven calendar day period.

Employees will have the choice of receiving the overtime compensation in pay or compensatory time off subject to the limitations set forth below.

1. Hours devoted to departmental training, industrial injury, Association leave, jury leave, holiday leave, vacation leave, sick leave, bereavement leave, subpoena/witness leave for issues involving personal matters and compensatory time or subpoena/witness leave for non-personal matters, etc. will be regarded as hours worked for purposes of determining eligibility for overtime compensation.

Light Duty is not considered leave but a re-assignment, therefore, is considered hours worked for purposes of computing overtime.

At the end of each pay period occurring during a 24 day work period, a determination will be made as to how many hours should be paid at the time and one half rate. As described above, during each pay period, pay for an

additional 2.93 hours at the straight time regular rate of pay shall be provided to each fire suppression employee.

2. Emergency Recall: Off duty employees who are recalled to duty on an emergency basis shall be entitled to receive compensation for a minimum of four (4) hours at time and one half overtime.
3. Off duty employees who volunteer for special details outlined in City Ordinance No. 2-4.230 shall be entitled to receive compensation for a minimum of four (4) hours at time and one half overtime.
4. Overtime for employees assigned to an administrative assignment (e.g. administrative Fire Captains and Fire Battalion Chiefs) shall be paid at their 40 hour hourly rate. However, if such employees perform suppression duties, they shall be paid overtime at the 56 hour rate.
5. Special details, including parties, film assignments, special events, and any event requiring employees which is permitted through the City and paid for by a third party, shall be compensated at a rate equal to one and one-half times the 40 hour hourly regular rate of pay for the applicable classification.
 - a. The parties agree that special details may be offered to the Deputy Fire Marshal as follows: If the Deputy Fire Marshal is in possession of a current EMT-1 license with the State of California and Los Angeles County, he/she shall be permitted to work special events as discretionary overtime (i.e., he/she shall be permitted to accept or deny such overtime assignments). If all employees who are offered a special detail overtime shift decline to work the special detail, the Deputy Fire Marshal can be subject to force hire using the same criteria as for other fire employees. The parties agree that those who are subject to force hiring for such assignments include assigned sworn administrative personnel and the Deputy Fire Marshal. If these employees are already working, are on training leave or, are on other types of approved leaves of absence, they would not be subject to force hire for such assignment and other employees on the force hire list in the department would be subject to force hire for such an assignment.
 - b. Employees on light duty shall be permitted to work special detail overtime if the work restrictions provided by the physician who has issued them are not inconsistent with the duties of the special detail.

6. Compensatory Time

When an employee works overtime, he/she shall have the choice as to whether to receive cash at time and one half or to accumulate compensatory time at the rate of 1.5 hours for each hour of overtime worked. When an employee works overtime and wishes to earn and accrue compensatory time, the maximum number of hours the employee will be permitted to accrue, for another employee who is off on compensatory time is 12 hours. The additional 24 hours of compensation (assuming the employee chooses to receive 12 hours of compensatory time) will be paid as cash.

An employee requesting to use accumulated compensatory time off may do so by providing reasonable notice. Such request will not be denied unless it would be unduly disruptive to the Department to grant it.

An employee may accumulate up to 480 hours of compensatory time. Following the first pay period which ends in June of each year, employees may request to cash out accumulated compensatory time which is accrued prior to the end of the first pay period that ends in June. The leave elected for cashout will be paid during or prior to the week following the first pay period ending in July and will be paid out at the employee's current regular rate of pay (excluding any temporary pay he/she is receiving at the time he/she cashes out) . At the same time as the employee requests the cashout, the employee may also elect to carry over a maximum of 144 hours of compensatory time to the next year. For the purposes of this section, each "year" will begin with the first day of the first full pay period in June of one year and end at the last day of the first pay period ending in June of the next year (As an example, a year for the purpose of this section would be June 13, 2015 – June 10, 2016. For this case, the payout would occur during or prior to the week of July 11th, 2016).

4. SPECIAL AND ADDITIONAL COMPENSATION

No special salary adjustments authorized by this Article shall become effective until an official personnel transaction form authorizing the adjustment is approved by the Assistant Director of Administrative Services/Human Resources. Educational pays are included in the regular rate for purposes of calculating overtime and will be included in the rate used to pay off leaves of absence except as required by FLSA or by this agreement. Assignment pays are included in the regular rate for purposes of calculating overtime and will be included in the rate used to pay off leaves of absence. To maintain any pays provided herein, employees must remain in the assignment or maintain any applicable certification. As such, if employees do not remain in the assignment or maintain applicable certification, they will, at that time, become ineligible for the pay.

Educational and assignment pays are calculated as a percentage of base salary at each rank. Educational and assignment pays shall not compound, rather, each level of pay will be

calculated at 2.75% of base salary at the employee's current step and range on the compensation matrix.

A. Education and Fire Service Training Pay

1. Fire Service Training Program

Employees are eligible for the following Education Pay:

Firefighter, Firefighter Paramedic and Fire Engineer: Any employee in these ranks who is certified by the Office of the State Fire Marshal as a Firefighter II is eligible for 2.75% education pay. Employees are eligible for an additional 2.75% education Pay for Fire Officer certification. Effective January 1, 2017 and thereafter, any employee in these ranks who has not already achieved a maximum of 5.5% Education Pay will be eligible for 2.75% Education Pay for an Associate's Degree.

Fire Captain: Any employee certified by the Office of the State Fire Marshal as a Fire Officer or Company Officer will be eligible for 2.75% education pay. Employees are eligible for an additional 2.75% education pay for a Chief Officer certificate. Effective January 1, 2017 and thereafter, any employee who has not already achieved a maximum of 5.5% education pay will be eligible for 2.75% education pay for an Associate's Degree.

Fire Battalion Chief: Any employee certified by the Office of the State Fire Marshal as a Fire Officer or Company Officer will be eligible for 2.75% education pay. Any employee certified by the Office of the State Fire Marshal as a Chief Officer or Chief Fire Officer will be eligible for 2.75% education pay. Fire Battalion Chiefs will not receive any education pay for the possession of an Associate's Degree.

The parties' acknowledge that the State Fire Marshal's Office has changed their certification program such that the Fire Officer and Chief Officer certifications will be retired effective December 31, 2016. Employees who are eligible for Education Pay as a result of attaining such a certification prior to this date will continue to receive said Education Pay. After this date, employees will be eligible for the Education Pay described herein.

Any education pay shall become effective on the first day of the payroll period following the date of certification.

Prior approval for this educational training shall be granted by the Fire Chief.

No employee shall receive more than 5.5% in education pays for education and fire service training.

The parties agree that to the extent permitted by law, the education pays provided above are special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(2) Educational Incentive Pay.

2. Urban Search and Rescue (USAR)

Employees who complete the prescribed department-training shall receive USAR pay of 2.75% of base salary. The parties agree that to the extent permitted by law, the compensation for USAR Pay is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(2) Educational Incentive Pay.

3. Paramedic Pay

Employees in the rank of Fire Engineer or Fire Captain who are certified paramedics will receive 2.75% paramedic pay. These employees may be assigned to act as paramedics and may augment the normally assigned firefighter paramedic positions.

The parties agree that to the extent permitted by law, the compensation for paramedic pay is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(2) Paramedic Pay.

B. Assignment Pays

1. Tillerman

Any Firefighter assigned as Tillerman shall receive \$20.00 per month.

The parties agree that to the extent permitted by law, the compensation for Tillerman pay is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(4) Tiller Premium.

2. Fire Mechanic

Any Firefighter assigned as a Fire Mechanic shall receive pay of 5.5%.

The parties agree that to the extent permitted by law, the compensation for Fire Mechanic pay is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(2) Mechanical Premium.

3. Administrative Assignment

When employees are removed from fire suppression duties and assigned to an administrative assignment by the Fire Chief, they shall receive 16.5% pay. . In addition, the leave accounts of employees assigned to an administrative assignment shall be divided by 1.4 at the time of the assignment and valued at the hourly salary rate of the administrative assignment. Any such employee who has been allocated a City-owned take home vehicle by the Fire Chief shall only receive pay of 11%.

The parties agree that to the extent permitted by law, the compensation for an Administrative Assignment is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(4) Fire Staff Premium.

5. RECLASSIFICATION & Y-RATING

A. Reclassification

When a position in this bargaining unit is reclassified upward, the employee in the position may be appointed to the reclassified position, providing that:

1. The employee has held the position which was reclassified for a minimum of ninety (90) days prior to the reclassification, and
2. The employee meets the qualifications established for the position.

If the employee does not meet both of the above criteria, the reclassified position shall be filled through a recruitment process.

B. Y-Rating

In the event an employee in a position is "Y"-rated, the employee's monthly base salary shall not be increased until the monthly base salary of the position held by that employee meets or exceeds the monthly base salary paid to that employee.

C. Compensation After Upward Reclassification

An employee who is in a position which is reclassified upward shall be appointed to the first step of the salary schedule of the new classification, unless the first step does not result in a 5.5% increase. In such cases, the employee will be placed at the next step that provides the employee a minimum of a 5.5% increase. Assignment pay shall be calculated as part of base salary for the purpose of establishing the initial salary step of a newly reclassified employee.

6. HEALTH BENEFITS

A. Cafeteria Plan Benefits

The City contracts with the Public Employees' Retirement System for medical insurance coverage of employees in the unit. New hires are covered under the program on the first day of the month following a 30-day waiting period that begins on the hire date.

The City will contribute the PERS statutory minimum on behalf of each participant in the program.

In addition, the City will provide employees with flexible benefits through a cafeteria plan as provided below.

For employees who are absent as a result of being injured on duty, the City shall pay its contribution for employees and dependents, if any, for health and welfare benefits during the continuous period of an employee's absence up to a maximum accumulated time of one year.

Any language contained in this MOU which is also contained in the cafeteria plan documents is done so for the convenience of the parties. However, the parties agree that all of the provisions of the cafeteria plan documents (whether included in this MOU or not) are applicable and binding on the parties to this MOU.

1. Cafeteria Plan Benefits

The following insurance benefits provided for in this Article are provided through the provision of a cafeteria plan adopted in accordance with the provisions of Internal Revenue Code § 125: medical insurance, dental insurance, and optical insurance.

Each month, the City will contribute to the cafeteria plan an amount which will equal the total of the monthly premiums for the employee plus family category of the PORAC medical insurance plan, the employee plus family category of the Guardian dental plan and employee plus family category of the optical VSP to purchase the optional benefits of medical, dental and optical insurance. The amount described above includes the PERS statutory minimum paid by the City.

Each calendar year during the term of this MOU, starting on January 1, 2016, the City will increase its monthly contribution by an amount equal to 80% of the total net increase over the previous year, if any, in the cost, as of January 1 of each year of the three specific benefits mentioned in the paragraph above.

Whatever amount employees pay (if any) will be carried over to the following year. Once the 80% amount is determined each year, that will determine the

maximum amount the City will pay for the cafeteria plan for that year. In order to illustrate how this is calculated, the following explains the calculation of the 2016 contribution based upon the actual premiums: Currently, the City's Cafeteria Plan contribution is \$1,821.23 and the cafeteria plan benefits for 2015 are \$1,880.80. For 2016, the cost of the three benefits is \$2,039.71, which is a \$150.91 increase in the cost of the benefits. The City will therefore increase its contribution by an amount equal to 80% of that increase (\$120.73). Thus, the 2016 cafeteria contribution will be $\$1,821.23 + \$120.73 = \$1,941.96$. The same calculation to determine increases in the contribution will apply on a year-to-year basis throughout the term of this MOU by comparing the premiums from one calendar year to the next each year of the contract, i.e., comparing 2016 costs to 2015 costs. In this example, the amount paid by the employees in 2015, will also be paid by the employees in future years as well as any additional employee costs determined by future insurance cost increases.

2. The Purchase of Optional Benefits Through the Cafeteria Plan:

The cafeteria plan offers employees the opportunity to purchase the following optional benefits: medical, dental and optical insurance.

a. Medical Insurance

Eligible employees may select any of the medical insurance plans offered by CalPERS.

For each of the plans, employees will also be able to choose the benefit for the employee category, employee + 1 category or employee + family category, except that, an employee may elect not to participate if he/she provides the City with proof that he/she has comparable group medical insurance from another source.

b. Dental Insurance

Employees shall also have the ability to select from two levels of dental insurance from the City's dental insurance provider, Guardian. The City reserves the right to change dental insurance providers if necessary. If it does, employees will be provided with similar benefits with the new provider and, if the amount of the new monthly premium for family coverage shall exceed that due under the former plan, the City's monthly cafeteria plan contribution shall be increased by the amount of the premium increase. As with medical insurance, employees will have the options of participating in the employee category, the employee + 1 category or the employee + family category. Employees do not have to

choose any dental insurance and need not provide proof of dental insurance from another source in order to make that choice.

c. Optical Insurance

Employees shall also have the ability to select from two levels of optical insurance from the City's optical insurance provider, Vision Service Plan (VSP). The City reserves the right to change optical insurance providers if necessary. If it does, employees will be provided with similar benefits with the new provider and, if the amount of the new monthly premium for family coverage shall exceed that due under the former plan, the City's monthly cafeteria plan contribution shall be increased by the amount of the premium increase. As with medical insurance, employees have the options of participating in the employee category, the employee + 1 category or the employee + family category. Employees do not have to choose any optical insurance and need not provide proof of optical insurance from another source in order to make that choice.

3. Employee Contributions for Benefit Options

If an employee chooses optional benefits whose aggregate cost exceeds the total City contribution to the Cafeteria Plan, the City will automatically deduct the excess amount on a pre-tax basis from the employee's bi-weekly payroll.

4. The Receipt of Cash Through the Cafeteria Plan

Employees will be eligible to receive cash up to a maximum of \$475 per month (subject to taxation as wages) through the cafeteria plan if they either opt out of receiving one of the optional benefits (for health insurance, the employee will need to show proof of coverage from any source of group health care coverage) provided through the plan or if they choose optional benefits that do not cost as much as the maximum dollar amount they receive through the plan.

B. Flexible Spending Accounts (FSA)

Employees have the opportunity to participate in both a health care and dependent care flexible spending account (each an FSA) whereby employees will be able to defer up to the maximum permitted by law to pay for any eligible out of pocket expenses related to health care or dependent care on a pre-tax basis. The provisions of both of these FSA's will be provided in a plan document. The plan document will be available to each eligible employee upon request. Before January 1 of every year, employees will be able to elect to have their compensation for the upcoming year deducted biweekly and contributed on a pre-tax basis to the FSA. During the year (and for a short grace period thereafter), an employee can receive reimbursements under the FSA for covered expenses incurred during the year, up to the

amount of the employee's elected contributions for the year. The FSA deductions will be withheld from employees' regular payroll. Any amount allocated but not used within the prescribed time limits shall be forfeited.

7. FLEXIBLE BENEFITS – FIRE BATTALION CHIEFS

The City shall provide up to \$1,000.00 per fiscal year for Fire Battalion Chiefs to compensate them for unreimbursed medical related expenses. Such expenses include unreimbursed costs for an annual physical as well as unreimbursed medical, dental or optical costs. To receive the benefits of this Article, Fire Battalion Chiefs must provide a receipt demonstrating that they have incurred an unreimbursed medical expense.

All requests for reimbursement shall be submitted to the Human Resources Office on a quarterly basis. At the end of each fiscal year, any funds (of the dollar amounts described above) which a Fire Battalion Chief has not used will be paid to the Battalion Chief as wages on a separate check.

8. RETIREE MEDICAL INSURANCE

Each employee retiring from City service is eligible to continue coverage as a retiree through the group medical insurance plans offered through the California Public Employees' Retirement System (CalPERS). The City shall pay the PERS statutory minimum on behalf of each retiree.

A. Tier 1: Retirees Hired Prior to July 1, 2012

For Fire Battalion Chiefs hired prior to July 1, 2012 who retire (service retirement only) from the City and who have over 15 years of active service in the City, the City shall contribute the difference between the PERS statutory minimum and the actual cost of the medical insurance premium up to the two party rate of the PORAC Plan under PERS medical, through age 65. For Firefighters, Fire Engineers and Fire Captains hired prior to July 1, 2012 who retire from the City, the City shall contribute the difference between the PERS statutory minimum and the actual cost of the medical insurance premium up to the two party rate of the PORAC Plan under PERS medical, through age 65.

B. Tier 2: Retirees Hired On or After July 1, 2012

All employees hired by the City on or after July 1, 2012 who retire from the City will receive the PERS statutory minimum paid by the City. In addition, for employees hired into the unit as new employees on or after July 1, 2012, in lieu of additional retiree medical insurance benefits, the City shall, while the employees are working for the City, contribute the sum of \$275.00 per month (\$126.92 per pay period) to a retirement health account, on behalf of such employees. For employees who promote into the unit after July 1, 2012 who were City employees as of

June 30, 2012, they will receive retiree medical benefits based on their years of service with the City in accordance with the benefits of this MOU as though they were a member of the bargaining unit prior to July 1, 2012.

C. Retiree Medical Insurance for Employees Who Disability Retire:

Employees retired from the unit who receive a disability retirement will be eligible for the benefits described in Section "A" above (subject to the eligibility requirements of the plan) if said employee would have received a service retirement equaling 50 percent or greater.

9. LIFE INSURANCE

A. City-Provided Life Insurance:

Employees shall be entitled to a \$100,000 City paid term life insurance policy. The premium for such policy shall be paid for by the City under the life insurance program of its choosing.

B. Supplemental Term Life Insurance:

Employees may also purchase supplemental term life insurance, if available, with deductions from their bi-weekly compensation as designated by each employee. Employees cannot allocate cash contributions made to the cafeteria plan to pay the premiums for this supplemental term life insurance. However, they may, on a post-tax basis, allocate any cash back they receive from the cafeteria plan for that purpose. It must be a deduction from their paycheck.

10. DEFERRED COMPENSATION

A. City Contribution to Deferred Compensation

The City shall provide a contribution to a deferred compensation account in the amount of \$30.00 per month per employee.

B. Employee Contribution to Deferred Compensation

Employees may elect to contribute from their regular wages to deferred compensation accounts up to the IRS-established limits. In accordance with the tax rules, any cash that an employee may receive through the cafeteria plan may not be deferred to the employee's deferred compensation accounts.

C. Conversion of Sick Leave to Deferred Compensation

Employees may choose to contribute accumulated sick leave to deferred compensation. The contributed sick leave may only be used to fund “catch up” contributions to deferred compensation. The following restrictions apply to this program:

1. The employee must have a minimum of 15 years of service with the City of Beverly Hills.
2. The employee’s sick leave balance cannot be reduced below 500 hours by the contribution.
3. Contribution amounts and deferral limits will be governed by IRS Code restrictions and the deferred compensation plan rules related to “catch-up” contributions.
4. An employee may only convert the amount of sick leave he/she would be eligible to receive if he/she separated from service at the time of the sick leave conversion to deferred compensation.

11. CALPERS RETIREMENT BENEFITS

The City contracts with CalPERS for retirement benefits. The definitions of “new member” and “classic member” are set forth in Appendix B to this MOU.

A. For “Classic Member” Employees

1. Retirement Formula: The City contracts with CalPERS to provide the 3% at 50 retirement formula for all employees hired before July 1, 2012 as set forth in California Government Code Section 21362.2. For employees hired after July 1, 2012 who are classic members as defined, the City contracts with CalPERS to provide the 3% at 55 retirement formula as set forth in California Government Code Section 21363.1
2. Retirement Benefit Calculation Period: The City's contract with CalPERS provides for the "Single Highest Year" retirement benefit for which “classic member” employees hired prior to July 1, 2012 in the unit are included per Government Code section 20042. The retirement benefit is based on the highest annual compensation for the one year during the employee's membership in CalPERS. For employees hired after July 1, 2012 who are classic members as defined, final compensation will be based on the highest annual average compensation earnable during the three consecutive years of employment immediately preceding the effective date of his or her retirement or any other three

consecutive year period chosen by the employee as set forth in Government Code section 20037.

3. Payment of Employee/Member Contribution: Effective at the beginning of the pay period following adoption of this MOU, classic members pay their 9% Member Contribution. Effective in the pay period following adoption of this MOU, the City will pay and report zero percent (0%) as an Employer Paid Member Contribution (EPMC) under Government Code section 20636(c)(4) pursuant to section 20691. The City has adopted the CalPERS resolution in accordance with IRS Code section 414(h)(2) to ensure that the employee contribution is made on a pre-tax basis.

B. For "New Members" As Defined By the Public Employees' Pension Reform Act of 2013 (PEPRA)

1. Retirement Formula: Unit members who are defined as "new members" under the PEPRA, are covered by the 2.7%@ 57 formula provided for by the Public Employees' Retirement Law at Government Code section 7522.25(d).
2. Retirement Benefit Calculation Period: For unit members defined as "new members" under the PEPRA such employees' final compensation will be based on the highest annual average compensation earnable during the three consecutive years of employment immediately preceding the effective date of his or her retirement or any other three consecutive year period chosen by the employee as set forth in Government Code section 7522.32(a).
3. Payment of Employee/Member Contribution: Effective October 6, 2015, new member employees are responsible for paying the employee contribution of one-half of the total normal cost of the plan, as defined by CalPERS, through a payroll deduction. This amount will be determined by CalPERS in the future. The City has adopted the CalPERS resolution in accordance with IRS Code section 414(h)(2) to ensure that the employee contribution is made on a pre-tax basis.

C. Additional Optional Benefits For All Employees

1. 1959 Survivor's Benefit: The City's contract with CalPERS provides Level 4 coverage under the 1959 Survivor's Benefit per Government Code section 21574.
2. Military Service Credit: The City's contract with CalPERS provides the Military Service Credit option set forth in Government Code section 21024.

3. Pre-Retirement Death Benefits: The City's contract with CalPERS provides the benefit known as the pre-retirement death benefits to continue after remarriage of survivor as set forth in Government Code section 21551.
4. Cost of Living Allowance: The City's contract with CalPERS provides the benefit known as the 2% Cost of Living Allowance Increase as set forth in Government Code section 21329.
5. Retired Death Benefit: The City's contract with CalPERS provides the \$500 Retired Death benefit as set forth in Government Code section 21620.
6. Prior Service: The City's contract with CalPERS provides the prior service benefit as set forth in Government Code section 20055.

12. HOLIDAYS

A. Holidays

Employees working an administrative assignment shall be entitled to the following paid holidays if the employee worked the regularly assigned work period the day before and the day after the holiday, or was absent on authorized paid leave during said period:

New Year's Day	January 1
Martin Luther King Day	Third Monday in January
President's Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veterans Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	Day after Fourth Thursday in November
Christmas Day	December 25

Fire suppression personnel working a 24 hour shift shall receive a bank of 120 hours (12 hours for each of the 10 stated holidays) at the beginning of each fiscal year in lieu of payment for each of the foregoing holidays. Such employees shall receive payment each July for those holiday hours not used by the end of the first pay period ending in June. An employee who leaves employment with the City prior to the July payout will only receive payment for those holidays occurring prior to his/her separation date.

The parties agree that to the extent permitted by law, the payment for holidays provided above is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(5) Holiday Pay.

B. Personal Holiday

Employees shall be entitled to one paid personal holiday each fiscal year. Suppression employees will receive one 12-hour personal holiday and employees assigned to an administrative assignment working a 9/80 or 4/10 work schedule will receive a personal holiday of the number of hours of their regularly scheduled work day. Said personal holiday may be taken at the employee's discretion subject to his or her supervisor's and Fire Chief or designee's approval. The employee shall request the holiday in writing. This personal holiday may be cashed out each July for those holiday hours not used by the end of the first pay period ending in June. Personal holidays cannot be carried over to the next year.

13. VACATION

A. Authorization For Taking Vacation

Upon completion of probation and approval of the Fire Chief or designee, employees may take accumulated vacation leave. However, if a bargaining unit member is promoted to another position within the unit, he/she may take vacation without having to wait until the end of the probationary period in the promoted into position.

An employee entitled to vacation shall make written request to use vacation in the manner and within the time directed by the Fire Chief or designee. The Fire Chief or designee shall establish a vacation schedule for each calendar year based as much as possible upon employee requests and seniority of the employees concerned. Vacation schedules are subject to the Fire Chief's right to plan work under his control. Once vacation is approved, it cannot be rescinded because an employee with more seniority requests vacation during the same time period. The Fire Chief or designee shall notify an employee requesting vacation whether his/her application is approved within a reasonable time.

B. Vacation Accumulation

Vacation credit shall accrue biweekly to employees at the following rates:

<u>FIRST 4 YEARS</u> <u>OF SERVICE OF SERVICE</u>	<u>AFTER 4 YEARS</u> <u>THROUGH 14 YEARS</u> <u>OF SERVICE</u>	<u>AFTER 14 YEARS</u>
5.52 Hours Biweekly	8.28 Hours Biweekly	11.03 Hours Biweekly
6 shifts/yr 144 hrs/yr	9 shifts/yr 216 hrs/yr	12 shifts/yr 288 hrs/yr

The above number of hours for vacation accumulation are divided by 1.4 for employees assigned to an administrative assignment.

Employees with more than four but not more than fourteen years of service who are assigned to a 56 hour work schedule may not accumulate more than 432 hours (308.57 hours for employees assigned to a 40 hour work schedule) of vacation. Employees with 432 hours (308.57 hours for employees assigned to a 40 hour work schedule) of vacation on the books will not continue to accrue vacation until their balance falls below 432 hours (308.57 hours for employees assigned to a 40 hour work schedule).

Effective January 1, 2016, employees with more than fourteen years of service who are assigned to a 56 hour work schedule may not accumulate more than 576 hours (411.43 hours for employees assigned to a 40 hour work schedule) of vacation. Employees with 576 hours (411.43 hours for employees assigned to a 40 hour work schedule) of vacation on the books will not continue to accrue vacation until their balance falls below 576 hours (411.43 hours for employees assigned to a 40 hour work schedule).

Notwithstanding the above, employees with fourteen years of service or less who are in paid status on an approved industrial leave, and have reached the accrual cap of 432 hours, will be cashed out on a biweekly basis for all additional vacation earned. In such instances, the 432 hour cap will remain but an employee will be cashed out for accrued hours in excess of 432.

C. Conversion

In the event an employee is transferred between a suppression assignment (56 hour work week) and a non-suppression assignment (40 hour work week), accumulated vacation hours as well as prospective accumulation shall be converted, using a factor of 1.4 to maintain equivalent monetary value of said leave time. As such, the employee's vacation hours will be divided by 1.4 if he or she is transferred to a non-suppression assignment from a suppression assignment and will be multiplied by 1.4 if he or she is transferred to a suppression assignment from a non-suppression assignment.

D. Vacation Use And Payoff

Upon an employee's request he may receive cash payment for up to six shifts vacation accumulated but not taken (60 hours for employees assigned to an administrative assignment and 144 hours if assigned to a suppression assignment) during the calendar year. Employees will make the request at the end of any payroll year (defined herein as the last full pay period in December that also has a pay day in December), and the payment will be made in January. Annual vacation payouts will reduce the number hours in members' vacation accrual accounts prior to the end of the current calendar year; regardless of the actual date the funds are dispersed.

Employees shall make every effort to take at least six shifts of accrued vacation each year and shall be allowed to take earned vacation leave singularly or collectively subject to manpower availability consistent with the provisions noted above. Fire employees shall receive the vacation payoff in January of each year.

14. SICK LEAVE

Except as is otherwise provided, employees shall accrue, use and be compensated for sick leave as follows:

A. Accrual

Employees assigned to an average of a 56 hour week (suppression personnel) shall accrue sick leave at the rate of 5.52 hours for each complete biweekly period of employment. Employees assigned to an administrative assignment shall accrue sick leave at the rate of 3.94 hours for each complete biweekly period of employment. Payroll division records are the final authority for settling disputes regarding accrued sick leave and vacation.

B. New Employees

During the first six (6) months of employment, a new employee may use up to three (3) days of sick leave. After six (6) months, an employee may use any sick leave he/she has accrued.

C. Use of Sick Leave

Accumulated sick leave may be used by an employee during any period of illness of the employee. In addition, an employee may use one half of one year's annual accrued sick leave for the sickness of a child, parent, spouse, domestic partner, sibling, parent-in-law, grandchild or grandparent.

D. Conversion

In the event an employee is transferred between a suppression assignment (56 hour work week) to a non-suppression assignment (40 hour work week), accumulated sick hours as well as prospective accumulation shall be converted, using a factor of 1.4, to maintain equivalent monetary value of said leave time. As such, the employee's sick leave hours will be divided by 1.4 if he or she is transferred to a non-suppression assignment from a suppression assignment and will be multiplied by 1.4 if he or she is transferred to a suppression assignment from a non-suppression assignment.

15. ADMINISTRATIVE LEAVE

Fire Battalion Chiefs shall be granted Administrative Leave. Administrative Leave will be granted at the discretion of the Appointing Authority, and in recognition of overtime worked, merit, needs of the employee and noting the needs of the Department and the necessity of having management personnel available for the effective functioning of the Department.

Fire Battalion Chiefs working a 24 hour shift shall receive Administrative Leave of 192 hours per fiscal year. Fire Battalion Chiefs working an administrative assignment shall receive Administrative Leave of 137.14 hours per fiscal year. Administrative Leave in excess of 192 hours (or 137.14 hours for personnel assigned to an administrative assignment) may be granted with the recommendation of the Fire Chief or designee and the approval of the City Manager.

Administrative Leave is not cumulative from one year to the next. Following the first pay period in June, the employee may request cash payment for up to 96 hours of Administrative Leave earned but not taken as time off. Payment for these hours will be made in July, during the week following the first pay period ending in July (or before). If, after cashing out up to 96 hours of Administrative Leave an employee still has Administrative Leave on the books, for the following year, he/she will only accrue (during each pay period) that amount of Administrative Leave which (when added to the carried over Administrative Leave from the prior calendar year) will result in the employee having 192 hours of leave available in the year. For example, if an employee has 120 hours of Administrative Leave at the end of the year and cashes out 96 of those hours, in the following year, he/she will accrue 168 hours of Administrative Leave. This is so, notwithstanding that he/she may use his or her annual allotment of such leave at any time during the year. For the purposes of this section, each "year" will begin with the first day of the first full pay period in June of one year and end at the last day of the first pay period ending in June of the next year (As an example, a year for the purpose of this section would be June 13, 2015 – June 10, 2016. For this case, the payout would occur during or prior to the week of July 11th, 2016).

In the event an employee is transferred between a suppression assignment (56 hour work week) to a non-suppression assignment (40 hour work week), accumulated Administrative Leave hours shall be converted, using a factor of 1.4, to maintain equivalent monetary value of said leave time. As such an employee's administrative leave hours will be divided by 1.4 if he or she is transferred to a non-suppression assignment from a suppression assignment and will be multiplied by 1.4 if he or she is transferred to a suppression assignment from a non-suppression assignment.

16. BEREAVEMENT LEAVE

Bereavement leave is an absence occasioned by the death of a member of the immediate or proximate family of the employee.

Forty eight (48) hours of bereavement leave for employees assigned to a 56 hour work week, and thirty two (32) hours for employees assigned to a 40 hour work week may be used in the event of the death of a family member, herein defined as a spouse, parent, brother, sister, child, grandparent, grandchild, in-law or registered domestic partner of the employee. Employees may not use bereavement leave more than twice per calendar year.

Requests for bereavement leave shall be made in writing, when feasible and shall be approved by the Fire Chief and the Assistant Director of Administrative Services/Human Resources. In the event the emergency required the presence of the employee, he/she could not prospectively make a request; subsequent approval must still be obtained in writing.

17. WITNESS LEAVE/JURY DUTY

A. Witness Leave

Employees required to serve as a witness pursuant to a lawful subpoena in any judicial or quasi-judicial proceeding in a matter other than one to which the employee is a party, or who are required to serve as a juror, shall be allowed time off without loss of pay to perform such duties. In addition, per California Labor Code § 230(b) and (c) an employee shall be allowed time off but with loss of pay, if the employee is a party to the matter for reasons other than actions within the scope of the employee's current or past public employment.

B. Leave For Jury Duty

The current practice of not requiring employees to return to work during their term of jury duty shall be maintained, and said persons shall not be subject to callbacks except in the case of a declared emergency.

All fees to which the employee is entitled by law for such service shall be paid (less transportation allowance, if any) to the City. This article is not applicable to those employees participating in judicial or quasi-judicial proceedings that are within the scope of their employment.

Employees who receive a jury summons shall be on paid leave for the day of the summons. In the event the employee's county of residence requires the individual to call the courthouse to verify a reporting time each evening, he or she shall receive paid leave for each day preceding the possible day he or she is required to report. The exception to this rule shall be that when an individual calls on Friday and is informed he or she is not being required to report on Monday, he or she will not receive paid leave on that Sunday and will be required to report to work if scheduled.

In the event an employee is required to report on the first day of a scheduled segment and subsequently released, it is the responsibility of the employee to notify the hiring Captain, or dispatch if unable to reach the hiring Captain, that he or she has been released from jury duty and will report to work on his or her next scheduled regular shift. The employee that is scheduled to work in place of the employee that was required to serve jury duty will be notified as early as reasonably possible that he or she is no longer required to report to work on that day.

18. LEAVE PAYOFFS UPON SEPARATION FROM CITY SERVICE

A. Sick Leave Pay-Off

1. Firefighters, Fire Engineers and Fire Captains

All accumulated sick leave at the date of separation from City service shall be the basis for determining the amount to be paid to each employee who qualifies to receive sick leave pay-off.

a. Employees separating with 10 or more years of City Service:

Employees who have ten (10) or more continuous years of service shall be eligible for sick leave pay-off upon separation from employment with the City at the rate of three percent (3%) of accumulated, sick leave per full year of service. Sick leave shall be calculated at the rate of pay, including all pays received by the employee at the time of his or her separation.

b. Employees separating with 20 or more years of City service:

Employees who have 20 or more years of continuous years of service shall be eligible for sick leave pay-off upon separation from employment with the City at the rate of four percent (4%) of accumulated sick leave per full year of service. Sick leave shall be calculated at the rate of pay, including all pays received by the employee at the time of his or her separation.

Each employee eligible to receive sick leave pay shall receive said pay at the time of termination. At no time can the percentage of sick leave payoff exceed 100%.

During the term of this MOU, employees who cash out sick leave in accordance with this article (i.e., only at the time of separation from City service) may defer any sick leave for which they can cash out into a tax deferred account such as a IRS Code section 457 or 401(k) account up to the maximum employee deferral (i.e., the maximum

amount an employee may defer) permitted by law. Employees who have either a 457 or 401(k) account or who wish to open the type of account which they do not currently have (e.g., if an employee has a 457 and wishes to open a 401(k) and vice versa) to take advantage of the tax deferred savings provided for in this provision may do so. The deferral must be in accordance with the City's Finance Department's policies and procedures.

2. Fire Battalion Chiefs

.Sick leave pay off for Fire Battalion Chiefs shall be calculated in the same manner and subject to the same limitations as for Firefighters, Fire Engineers and Fire Captains except as follows:

Employees who have seven (7) or more continuous years of service at the time of their separation shall be eligible for sick leave pay off upon separation of employment with the City.

The rate of sick leave pay off shall be calculated as follows: For the first 7 full years of service 21% of accumulated sick leave. For each year thereafter five percent (5%) of accumulated sick leave per full year of service on or after July 1, 1990 to a maximum of 79%. The maximum rate of sick leave payoff is 100% of accumulated sick leave.

B. Vacation Pay-Off

An employee who separates from City service shall receive an amount equal to accumulated vacation at the time of separation. The rate of pay-off shall be calculated at the rate of pay, including all education and assignment pay, received by the employee at the time of his or her separation.

19. FIRE BATTALION CHIEF PROFESSIONAL DEVELOPMENT PROGRAM

A City-paid professional development leave of absence (sabbatical leave) program (available to Fire Battalion Chiefs) provides the following privileges and restrictions.

The granting of sabbatical leaves shall be at the discretion of the City Manager.

Approval of requests for sabbatical leave shall be based on the following criteria:

1. Content of leave program with a basic requirement that the program be designed to professionally develop the employee in a manner potentially beneficial to his or her City employment.

2. A plan for maintaining work continuity of the employee's duties and responsibilities during his or her absence, with emphasis placed on development of subordinates through training assignments.
3. Coordination with departmental priorities and workload.
4. Employee's performance record.

- a. Sabbatical leaves may allow up to Five Hundred Dollars (\$500.00) for expenses.

Sabbatical leaves shall be restricted to one (1) leave, up to ninety calendar days, for each Fire Battalion Chief each five (5) years, with not more than one Battalion Chief participating in any one (1) year.

- b. Each participant in Sabbatical Leave Programs shall submit to the City Manager reports summarizing his or her activities prior to final approval of such programs.
- c. Typical Sabbatical Leave Programs might include internships, on-loan executive programs, educational programs, travel study programs, or authorship sabbaticals.

20. LEAVE WITHOUT PAY

Requests for leaves of absence without pay must be submitted to each employee's supervisor and approved by the Fire Chief or designee and shall be used only if all appropriate accrued leaves (e.g., sick leave may not be exhausted if the leave is not for a medical purpose) have been exhausted. Employees on leave of absence without pay shall not accrue vacation, leave rights, nor shall the City pay for any fringe benefits, except as required by law. Employees will receive a COBRA notice to pay for health insurance if they wish while on such leave.

21. UNIFORM ALLOWANCE

Employees shall receive an annual uniform allowance of \$800 per calendar year after two years of service.

The parties agree that to the extent permitted by law, this is special compensation and shall be reported as such pursuant to Title 2, CCR 571(a)(5) the City will report as special compensation, the value of the uniforms for a unit member employed on or before December 31, 2012. As of the drafting of this MOU, "new members" as defined under the Public Employees' Pension Reform Act of 2013 are not permitted to have the value of the uniforms reported as special

compensation. If the City is permitted to do so in the future pursuant to a change in the law, it will do so.

22. CONSTANT STAFFING

There shall be at least 25 employees on duty per shift of which nine (9) shall be certified paramedics. Vehicles which require one or more paramedics will be staffed with a Firefighter Paramedic unless that employee is off duty on a leave of absence. In the event of a Firefighter Paramedic absence, the City will first attempt to hire back another Firefighter Paramedic. If one is not available (prior to force hire), and there is an on-duty Fire Engineer or Fire Captain currently receiving paramedic pay as a certified paramedic, he/she will be the paramedic on the vehicle and be included as one of the nine (9) paramedics. The City will also backfill the Firefighter Paramedic spot per its regular backfill process (per rank). This spot can then be filled by a non-paramedic Firefighter.

The Association and the City agree that the Constant Staffing program of a 25 persons per shift minimum staffing level shall be maintained except that the City, in anticipation of vacancies, may hire 3 additional employees to fill anticipated vacancies for a period not to exceed four months prior to such vacancy actually occurring unless such time limit is specifically waived by the Association.

Personnel called back will be selected from a rotation assignment list for each classification maintained by the Chief; names on said rotation lists may be substituted. Every member whose name stands at the top of any rotation or force hire list shall be responsible for reporting for duty on call or securing a substitute in the same manner as for regular platoon duty.

23. PARAMEDIC TRAINING

Paramedic personnel shall meet all qualifications for certification as set forth by the State of California and/or Los Angeles County Health Services. These include, but are not limited to, continuing education and successful passing of re-certification exams.

Paramedic personnel shall make every effort to obtain required continuing education training during on-duty hours. Attendance at continuing education sessions not obtainable during on-duty hours, as well as medical consultations, depositions, or briefings, which may occur during off-duty hours and result from a duty assignment, shall be compensated at time and one half at the appropriate rate of pay.

Travel expense or per diem to attend paramedic school will not be reimbursed unless and to the extent such expenses are reimbursed to the City. Applications for reimbursement shall be submitted and processed in accordance with the Education and Training Administrative

Regulation 3A.2. Transportation expenses incurred for other off-duty paramedic-related continuing education will be paid in accordance with the current mileage rate as stated in the Administrative Regulations (ARs).

24. ASSOCIATION TIME

Association Board members or designees, subject to the approval of the Fire Chief or his/her designee, shall be allowed 692 hours per calendar year for the purpose of conducting Association business, which would include conferences, training, events etc. This will be known as Association Leave (A/L). Association Leave must be submitted to the Hiring Captain by the President of the Association or his or her designee. Such time must be reasonably related to each Board member or designee's participation in the Association. The Association board members, or designees, are required to track their time used for association business and submit it to the Fire Chief upon request.

The allowable hours shall be in addition to time used to address or attend to any Association/Department related business, including, but not limited to, contract negotiations, policy changes, constant staffing issues, representing employees in disciplinary matters, member representation, general meetings, and Department related issues or events, all of which time shall be provided without any loss of compensation.

25. CITY VEHICLE USE

The City shall make available two vehicles for use by employees when transportation to a training site requiring an overnight stay is needed. Individuals will pick up the vehicles at Headquarters Fire Station. Drivers of the vehicle will have to sign a statement acknowledging that the use of the City vehicle will be for commuting purposes and reasonable travel associated with the training and that the use of alcoholic beverages is prohibited while using the vehicle. Employees driving into the City to pick up the vehicle will not be paid mileage.

26. TRANSFER RIGHTS

Employees shall be permitted to request, in writing, a lateral transfer to fill a position(s) within the Fire Department. In evaluating this transfer request, Fire Management shall consider the experience and overall tenure of the applicable employee(s) along with all other relevant considerations. Employees who do not receive the requested transfer shall receive a written response from the Fire Chief or his or her designee within 30 days. The Association agrees that Fire Management has complete discretion in making staffing decisions and that this section confers no additional rights to the Association and that such decisions are not subject to the grievance procedure.

27. MANAGEMENT RIGHTS

Except as limited by the specific and express terms of this MOU, the City hereby retains and reserves unto itself all rights, powers, authority, duty and responsibilities confirmed on and vested in it by the law and the Constitution of the State of California and/or United States of America.

The management and the direction of the work force of the City is vested exclusively in the City, and nothing in this MOU is intended to circumscribe or modify the existing rights of the City including but not limited to the direction of the work of its employees; the right to layoff, hire, promote, demote, transfer, assign, schedule; suspend or discharge employees for just and proper cause; to maintain and improve the efficiency of governmental operations; to relieve employees from duties because of lack of work or funds; to take action as may be necessary to carry out the City's mission and services in emergencies; to determine the methods, means and appropriate job classifications, organizational structure and personnel by which the operations are to be carried out; and to establish reasonable performance standards for personnel, including but not limited to qualifications and quantity standards.

28. EMPLOYEE RIGHTS

Except as limited by the specific and express terms of this MOU, the employees represented by the Association hereby retain and reserve unto themselves all rights, powers, authority, duty and responsibilities confirmed on and vested in them by the laws and the constitution of the State of California and/or the United States of America. Nothing in this MOU is intended to circumscribe or modify the existing rights of the employees represented by the Association, except as limited by the specific and express terms of this MOU, that exist by virtue of the laws and the constitution of the State of California and/or the United States of America.

The City shall maintain the payroll for sworn employees on a bi-weekly basis and said payroll records are available for review by any employee.

29. ADMINISTRATIVE APPEAL PROCESS

A. Firefighters Procedural Bill of Rights Act

The administrative appeal process provided for in this Article is established pursuant to Government Code § 3254.5 of the Firefighters Procedural Bill of Rights Act. This administrative appeal process shall apply to all fire personnel in the unit.

1. Definitions

- a. The term “fire personnel” means an employee who is considered a firefighter under Government Code § 3251(a) as well as any fire personnel who are peace officers pursuant to Penal Code § 830.37.
- b. The term “punitive action” means any action defined by Government Code § 3251(c), i.e., “any action that may lead to dismissal, demotion, suspension, reduction in salary, written reprimand, or transfer for purposes of punishment.” A layoff is not punitive action subject to a disciplinary appeal.

2. Notice of Appeal

In accordance with California Government Code Section 11506(a), within fifteen (15) calendar days following receipt of notification of punitive action, the employee shall notify the Assistant Director of Administrative Services/Human Resources in writing of the employee’s intent to appeal the punitive action.

B. Appeal Procedures Informal Process – For Written Reprimands

The Informal Hearing Procedure, as opposed to the formal procedures, will be used for written reprimands.

1. Appeal to the City Manager or His/Her Designee

- a. A unit member who receives a written reprimand shall be entitled to appeal the action to the City Manager or his/her designee. The appeal is an opportunity for the member to present written material and arguments why a written reprimand should not be issued or offer alternatives to the action.
- b. Notice of Appeal: Within seven (7) calendar days of receipt by the unit member of a written reprimand, he/she shall notify the City Manager in writing that he/she intends to appeal the written reprimand.
- c. Hearing Officer: The City Manager or his/her designee shall act as the hearing officer. If the City Manager or his/her designee cannot serve as the hearing officer because of actual bias, prejudice or interest as defined by Government Code §11425.40, another designee of the City Manager without such bias shall serve as the hearing officer. The hearing shall take place within thirty (30) calendar days of the date the written reprimand was issued or such other time as may be agreeable by the parties.

2. Burden of Proof: The City shall bear the burden of proof at the hearing.
 - a. The City shall have the burden of proving by a preponderance of the evidence the facts which form the basis for the written reprimand. The City shall also bear the burden of proving that the level of penalty was reasonable under the circumstances.
3. Conduct of Hearing:
 - a. The formal rules of evidence do not apply, although the Hearing Officer shall have discretion to exclude evidence which is incompetent, not relevant or cumulative, or the presentation of which will otherwise consume undue time. The rules of privilege shall be observed.
 - b. The parties may present arguments through documents and statements.
 - c. The parties will not be entitled to confront and cross-examine witnesses.
 - d. Following the presentation of written material and statements, the involved parties may submit closing arguments orally or in writing for consideration by the hearing officer.
 - e. Representation: The member may be represented by a representative of his or her choice.
4. Decision:

After the hearing, a decision will be submitted in writing. The decision shall be provided to the member to ensure receipt as well as his/her attorney or representative, and shall advise the member of the time within which judicial review of the decision may be sought per Code of Civil Procedure § 1094.5.

C. Appeal Procedures – For Suspension, Demotion and Termination

Employees who are suspended, demoted, reduced in pay or terminated shall be entitled to an appeal hearing before an administrative law judge which shall be conducted in accordance with Chapter 5 (commencing with Section 11500) of Part 1 of Division 3 of Title 2 of the California Government Code.

1. Notice of Discipline as Accusation: The final notice of discipline which may be issued at the conclusion of any pre-disciplinary procedures shall serve as the Accusation as described in Government Code §§ 11500, *et seq.*

- a. Pursuant to Government Code section 3254(f), the discipline shall not be effective sooner than 48 hours following issuance of the final notice of discipline and the notice shall be given in writing within 30 days of the decision to impose discipline.
 - b. The notice shall be prepared and served in conformity with the requirements of Government Code §§11500, *et seq.* A copy of Chapter 5 (commencing with Section 11500) of Part 1 of Division 3 of Title 2 of the California Government Code shall be provided to the employee concurrently with the notice of discipline.
2. Time and Place of Hearing- Pursuant to Government Code § 11508, unless otherwise decided by the administrative law judge, the hearing shall be conducted at City Hall at a time to be determined by the administrative law judge.
3. Notice of the Hearing- Notice of the hearing shall be provided to the parties pursuant to Government Code § 11509.
4. The employee shall be entitled to all discovery rights set forth in California Government Code Section 11507.6.
5. The burden of proof and production of evidence shall be borne by the City. The standard of proof shall be by a preponderance of the evidence.
6. The proposed decision of the administrative law judge shall be in writing. Copies of the proposed decision shall be delivered to the parties personally or sent to them by registered mail and accompanied by a proof of service.
7. Following receipt of the proposed decision, the City Council, or any designee (e.g., the City Manager) to the extent authorized by law, may take any of the actions set forth in Government Code Section 11517(c)(2) A through E.

This Memorandum is signed on this _____ day of _____, 2015.

FOR THE BEVERLY HILLS FIREFIGHTERS' ASSOCIATION

Ettore Berardinelli

Date

Michael Hand

Date

Kurt Versteeg

Date

Victor Gutierrez

Date

Geoff Ertel

Date

Dean Viana

Date

FOR THE CITY OF BEVERLY HILLS

Shelley Ovrom

Date

Lisa Jenkins

Date

Peter Brown

Date

EXHIBIT A - SALARY SCHEDULES AND MATRICES FOR TERM OF CONTRACT

SWORN FIRE SALARY SCHEDULE

Effective October 3, 2015

<u>PAC #</u>	<u>CLASSIFICATION</u>	<u>SALARY SCHEDULE</u>	<u>MONTHLY SALARY RANGE</u>
NON-MANAGEMENT			
2530	FIREFIGHTER	F-35	\$ 7,104 - \$ 8,827
2540	FIREFIGHTER PARAMEDIC	Y-35	\$ 8,137 - \$ 10,109
2520	FIRE ENGINEER	S-47	\$ 9,321 - \$ 10,389
2510/2515	FIRE CAPTAIN (112/80)	A-53/B-53	\$ 10,970 - \$ 12,228
MANAGEMENT			
2500/2505	FIRE BATTALION CHIEF (112/80)	K-55/I-55	\$ 11,584 - \$ 14,392

Firefighter 112 Salary Rate Table Listing - Effective 10/03/2015

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
F-35	1	29.2768	327.8995	3,279.00	7,104.49	85,253.87
	2	30.9092	346.1832	3,461.83	7,500.64	90,007.63
	3	32.6327	365.4864	3,654.86	7,918.87	95,026.46
	4	34.4523	385.8659	3,858.66	8,360.43	100,325.14
	5	36.3734	407.3818	4,073.82	8,826.61	105,919.27
F-36	1	30.0819	336.9168	3,369.17	7,299.86	87,598.37
	2	31.7592	355.7032	3,557.03	7,706.90	92,482.84
	3	33.5301	375.5372	3,755.37	8,136.64	97,639.68
	4	35.3997	396.4772	3,964.77	8,590.34	103,084.08
	5	37.3737	418.5848	4,185.85	9,069.34	108,832.05
F-37	1	30.8870	345.9340	3,459.34	7,495.24	89,942.85
	2	32.6092	365.2232	3,652.23	7,913.17	94,958.04
	3	34.4275	385.5881	3,855.88	8,354.41	100,252.91
	4	36.3472	407.0885	4,070.89	8,820.25	105,843.01
	5	38.3739	429.7877	4,297.88	9,312.07	111,744.81
F-38	1	31.6921	354.9513	3,549.51	7,690.61	92,287.33
	2	33.4592	374.7433	3,747.43	8,119.44	97,433.27
	3	35.3249	395.6390	3,956.39	8,572.18	102,866.13
	4	37.2946	417.6998	4,177.00	9,050.16	108,601.96
	5	39.3742	440.9908	4,409.91	9,554.80	114,657.61
F-39	1	32.4971	363.9685	3,639.68	7,885.98	94,631.80
	2	34.3092	384.2634	3,842.63	8,325.71	99,908.48
	3	36.2223	405.6899	4,056.90	8,789.95	105,479.37
	4	38.2421	428.3112	4,283.11	9,280.08	111,360.90
	5	40.3745	452.1938	4,521.94	9,797.53	117,570.38
F-40	1	33.3023	372.9857	3,729.86	8,081.36	96,976.29
	2	35.1592	393.7834	3,937.83	8,531.97	102,383.68
	3	37.1197	415.7407	4,157.41	9,007.72	108,092.59
	4	39.1895	438.9224	4,389.22	9,509.99	114,119.83
	5	41.3747	463.3968	4,633.97	10,040.26	120,483.17
F-41	1	34.1074	382.0030	3,820.03	8,276.73	99,320.77
	2	36.0092	403.3035	4,033.03	8,738.24	104,858.90
	3	38.0171	425.7916	4,257.92	9,225.49	110,705.82
	4	40.1370	449.5338	4,495.34	9,739.90	116,878.78
	5	42.3750	474.5998	4,746.00	10,283.00	123,395.95
F-42	1	34.9125	391.0202	3,910.20	8,472.10	101,665.25
	2	36.8592	412.8235	4,128.23	8,944.51	107,334.10
	3	38.9145	435.8425	4,358.42	9,443.25	113,319.04
	4	41.0844	460.1451	4,601.45	9,969.81	119,637.73
	5	43.3753	485.8028	4,858.03	10,525.73	126,308.72
F-43	1	35.7176	400.0374	4,000.37	8,667.48	104,009.73
	2	37.7093	422.3435	4,223.44	9,150.78	109,809.32
	3	39.8119	445.8934	4,458.93	9,661.02	115,932.28
	4	42.0318	470.7564	4,707.56	10,199.72	122,396.66
	5	44.3755	497.0058	4,970.06	10,768.46	129,221.51
F-44	1	36.5228	409.0547	4,090.55	8,862.85	106,354.22

Firefighter 112 Salary Rate Table Listing - Effective 10/03/2015

	2	38.5593	431.8635	4,318.64	9,357.04	112,284.52
	3	40.7093	455.9442	4,559.44	9,878.79	118,545.50
	4	42.9793	481.3677	4,813.68	10,429.63	125,155.60
	5	45.3758	508.2088	5,082.09	11,011.19	132,134.29
F-45	1	37.3279	418.0719	4,180.72	9,058.23	108,698.70
	2	39.4093	441.3836	4,413.84	9,563.31	114,759.73
	3	41.6067	465.9951	4,659.95	10,096.56	121,158.73
	4	43.9267	491.9790	4,919.79	10,659.55	127,914.54
	5	46.3761	519.4118	5,194.12	11,253.92	135,047.06
F-46	1	38.1329	427.0891	4,270.89	9,253.60	111,043.17
	2	40.2593	450.9036	4,509.04	9,769.58	117,234.94
	3	42.5041	476.0460	4,760.46	10,314.33	123,771.97
	4	44.8741	502.5904	5,025.90	10,889.46	130,673.50
	5	47.3763	530.6147	5,306.15	11,496.65	137,959.83
F-47	1	38.9380	436.1063	4,361.06	9,448.97	113,387.65
	2	41.1093	460.4237	4,604.24	9,975.85	119,710.15
	3	43.4015	486.0969	4,860.97	10,532.10	126,385.19
	4	45.8216	513.2017	5,132.02	11,119.37	133,432.43
	5	48.3766	541.8178	5,418.18	11,739.39	140,872.63
F-48	1	39.7432	445.1236	4,451.24	9,644.35	115,732.14
	2	41.9593	469.9437	4,699.44	10,182.11	122,185.37
	3	44.2989	496.1478	4,961.48	10,749.87	128,998.42
	4	46.7690	523.8130	5,238.13	11,349.28	136,191.37
	5	49.3769	553.0208	5,530.21	11,982.12	143,785.40
F-49	1	40.5483	454.1408	4,541.41	9,839.72	118,076.62
	2	42.8093	479.4638	4,794.64	10,388.38	124,660.58
	3	45.1963	506.1986	5,061.99	10,967.64	131,611.64
	4	47.7164	534.4243	5,344.24	11,579.19	138,950.31
	5	50.3771	564.2237	5,642.24	12,224.85	146,698.17
F-50	1	41.3534	463.1581	4,631.58	10,035.09	120,421.10
	2	43.6593	488.9838	4,889.84	10,594.65	127,135.79
	3	46.0938	516.2495	5,162.50	11,185.41	134,224.88
	4	48.6639	545.0356	5,450.36	11,809.10	141,709.25
	5	51.3774	575.4268	5,754.27	12,467.58	149,610.97
F-51	1	42.1585	472.1753	4,721.75	10,230.47	122,765.59
	2	44.5093	498.5038	4,985.04	10,800.92	129,610.99
	3	46.9911	526.3004	5,263.00	11,403.18	136,838.10
	4	49.6113	555.6469	5,556.47	12,039.02	144,468.20
	5	52.3777	586.6298	5,866.30	12,710.31	152,523.74
F-52	1	42.9637	481.1926	4,811.93	10,425.84	125,110.07
	2	45.3593	508.0239	5,080.24	11,007.18	132,086.21
	3	47.8885	536.3513	5,363.51	11,620.94	139,451.33
	4	50.5588	566.2582	5,662.58	12,268.93	147,227.14
	5	53.3779	597.8327	5,978.33	12,953.04	155,436.51
F-53	1	43.7688	490.2098	4,902.10	10,621.21	127,454.56
	2	46.2093	517.5438	5,175.44	11,213.45	134,561.40
	3	48.7859	546.4021	5,464.02	11,838.71	142,064.55

Firefighter 112 Salary Rate Table Listing - Effective 10/03/2015

	4	51.5063	576.8695	5,768.70	12,498.84	149,986.07
	5	54.3782	609.0358	6,090.36	13,195.78	158,349.30
F-54	1	44.5738	499.2270	4,992.27	10,816.59	129,799.03
	2	47.0593	527.0639	5,270.64	11,419.72	137,036.62
	3	49.6833	556.4530	5,564.53	12,056.48	144,677.79
	4	52.4537	587.4808	5,874.81	12,728.75	152,745.01
	5	55.3785	620.2388	6,202.39	13,438.51	161,262.08
F-55	1	45.3789	508.2443	5,082.44	11,011.96	132,143.51
	2	47.9093	536.5840	5,365.84	11,625.99	139,511.84
	3	50.5807	566.5039	5,665.04	12,274.25	147,291.01
	4	53.4011	598.0922	5,980.92	12,958.66	155,503.96
	5	56.3788	631.4418	6,314.42	13,681.24	164,174.87
F-56	1	46.1840	517.2615	5,172.61	11,207.33	134,487.99
	2	48.7593	546.1040	5,461.04	11,832.25	141,987.04
	3	51.4781	576.5548	5,765.55	12,492.02	149,904.24
	4	54.3485	608.7035	6,087.03	13,188.58	158,262.90
	5	57.3790	642.6448	6,426.45	13,923.97	167,087.64
F-57	1	46.9892	526.2788	5,262.79	11,402.71	136,832.48
	2	49.6093	555.6240	5,556.24	12,038.52	144,462.25
	3	52.3755	586.6057	5,866.06	12,709.79	152,517.47
	4	55.2960	619.3148	6,193.15	13,418.49	161,021.84
	5	58.3793	653.8477	6,538.48	14,166.70	170,000.41
F-58	1	47.7943	535.2960	5,352.96	11,598.08	139,176.95
	2	50.4593	565.1441	5,651.44	12,244.79	146,937.46
	3	53.2729	596.6565	5,966.57	12,927.56	155,130.70
	4	56.2434	629.9261	6,299.26	13,648.40	163,780.79
	5	59.3796	665.0508	6,650.51	14,409.43	172,913.21
F-59	1	48.5994	544.3132	5,443.13	11,793.45	141,521.44
	2	51.3093	574.6642	5,746.64	12,451.06	149,412.68
	3	54.1703	606.7074	6,067.07	13,145.33	157,743.92
	4	57.1908	640.5374	6,405.37	13,878.31	166,539.72
	5	60.3798	676.2538	6,762.54	14,652.17	175,825.99
F-60	1	49.4045	553.3305	5,533.30	11,988.83	143,865.92
	2	52.1593	584.1842	5,841.84	12,657.32	151,887.88
	3	55.0677	616.7583	6,167.58	13,363.10	160,357.15
	4	58.1383	651.1487	6,511.49	14,108.22	169,298.66
	5	61.3801	687.4567	6,874.57	14,894.90	178,738.75

Firefighter Paramedic 112 Salary Rate Table Listing - Effective 10/03/2015

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
Y-35	1	33.5297	375.5332	3,755.33	8,136.55	97,638.64
	2	35.3994	396.4730	3,964.73	8,590.25	103,082.97
	3	37.3732	418.5803	4,185.80	9,069.24	108,830.89
	4	39.4571	441.9203	4,419.20	9,574.94	114,899.29
	5	41.6573	466.5618	4,665.62	10,108.84	121,306.08
Y-36	1	34.4518	385.8604	3,858.60	8,360.31	100,323.71
	2	36.3729	407.3760	4,073.76	8,826.48	105,917.76
	3	38.4010	430.0913	4,300.91	9,318.64	111,823.73
	4	40.5422	454.0732	4,540.73	9,838.25	118,059.02
	5	42.8029	479.3923	4,793.92	10,386.83	124,642.00
Y-37	1	35.3739	396.1876	3,961.88	8,584.07	103,008.78
	2	37.3463	418.2790	4,182.79	9,062.71	108,752.54
	3	39.4288	441.6022	4,416.02	9,568.05	114,816.58
	4	41.6273	466.2260	4,662.26	10,101.56	121,218.75
	5	43.9485	492.2228	4,922.23	10,664.83	127,977.93
Y-38	1	36.2960	406.5147	4,065.15	8,807.82	105,693.83
	2	38.3198	429.1820	4,291.82	9,298.94	111,587.33
	3	40.4565	453.1132	4,531.13	9,817.45	117,809.44
	4	42.7124	478.3788	4,783.79	10,364.87	124,378.48
	5	45.0940	505.0532	5,050.53	10,942.82	131,313.84
Y-39	1	37.2180	416.8420	4,168.42	9,031.58	108,378.91
	2	39.2933	440.0850	4,400.85	9,535.18	114,422.11
	3	41.4843	464.6242	4,646.24	10,066.86	120,802.28
	4	43.7975	490.5316	4,905.32	10,628.19	127,538.22
	5	46.2396	517.8836	5,178.84	11,220.81	134,649.74
Y-40	1	38.1401	427.1690	4,271.69	9,255.33	111,063.95
	2	40.2668	450.9880	4,509.88	9,771.41	117,256.88
	3	42.5121	476.1352	4,761.35	10,316.26	123,795.14
	4	44.8825	502.6845	5,026.84	10,891.50	130,697.96
	5	47.3852	530.7141	5,307.14	11,498.81	137,985.66
Y-41	1	39.0621	437.4963	4,374.96	9,479.09	113,749.03
	2	41.2403	461.8910	4,618.91	10,007.64	120,091.67
	3	43.5398	487.6461	4,876.46	10,565.67	126,787.98
	4	45.9676	514.8372	5,148.37	11,154.81	133,857.68
	5	48.5308	543.5445	5,435.45	11,776.80	141,321.58
Y-42	1	39.9842	447.8234	4,478.23	9,702.84	116,434.09
	2	42.2138	472.7940	4,727.94	10,243.87	122,926.45
	3	44.5676	499.1570	4,991.57	10,815.07	129,780.83
	4	47.0527	526.9900	5,269.90	11,418.12	137,017.41
	5	49.6763	556.3750	5,563.75	12,054.79	144,657.50
Y-43	1	40.9063	458.1505	4,581.51	9,926.60	119,119.14
	2	43.1872	483.6971	4,836.97	10,480.10	125,761.24
	3	45.5954	510.6680	5,106.68	11,064.47	132,773.68
	4	48.1378	539.1428	5,391.43	11,681.43	140,177.14
	5	50.8219	569.2054	5,692.05	12,332.78	147,993.41
Y-44	1	41.8284	468.4778	4,684.78	10,150.35	121,804.22

Firefighter Paramedic 112 Salary Rate Table Listing - Effective 10/03/2015

	2	44.1607	494.6001	4,946.00	10,716.34	128,596.02
	3	46.6231	522.1790	5,221.79	11,313.88	135,766.53
	4	49.2229	551.2957	5,512.96	11,944.74	143,336.87
	5	51.9675	582.0359	5,820.36	12,610.78	151,329.33
Y-45	1	42.7504	478.8049	4,788.05	10,374.11	124,489.27
	2	45.1342	505.5030	5,055.03	10,952.57	131,430.79
	3	47.6509	533.6899	5,336.90	11,563.28	138,759.37
	4	50.3079	563.4485	5,634.48	12,208.05	146,496.60
	5	53.1130	594.8663	5,948.66	12,888.77	154,665.25
Y-46	1	43.6725	489.1320	4,891.32	10,597.86	127,174.33
	2	46.1077	516.4061	5,164.06	11,188.80	134,265.58
	3	48.6787	545.2009	5,452.01	11,812.69	141,752.24
	4	51.3929	575.6013	5,756.01	12,471.36	149,656.33
	5	54.2587	607.6968	6,076.97	13,166.76	158,001.17
Y-47	1	44.5946	499.4592	4,994.59	10,821.62	129,859.40
	2	47.0812	527.3090	5,273.09	11,425.03	137,100.35
	3	49.7064	556.7118	5,567.12	12,062.09	144,745.08
	4	52.4780	587.7541	5,877.54	12,734.67	152,816.06
	5	55.4042	620.5272	6,205.27	13,444.76	161,337.08
Y-48	1	45.5166	509.7864	5,097.86	11,045.37	132,544.46
	2	48.0546	538.2121	5,382.12	11,661.26	139,935.15
	3	50.7342	568.2228	5,682.23	12,311.49	147,737.93
	4	53.5631	599.9069	5,999.07	12,997.98	155,975.79
	5	56.5498	633.3577	6,333.58	13,722.75	164,673.00
Y-49	1	46.4388	520.1136	5,201.14	11,269.13	135,229.53
	2	49.0281	549.1151	5,491.15	11,897.49	142,769.93
	3	51.7620	579.7338	5,797.34	12,560.90	150,730.78
	4	54.6482	612.0597	6,120.60	13,261.29	159,135.52
	5	57.6954	646.1882	6,461.88	14,000.74	168,008.92
Y-50	1	47.3608	530.4407	5,304.41	11,492.88	137,914.59
	2	50.0016	560.0181	5,600.18	12,133.73	145,604.70
	3	52.7897	591.2447	5,912.45	12,810.30	153,723.62
	4	55.7332	624.2125	6,242.12	13,524.60	162,295.25
	5	58.8410	659.0186	6,590.19	14,278.74	171,344.84
Y-51	1	48.2829	540.7679	5,407.68	11,716.64	140,599.65
	2	50.9751	570.9211	5,709.21	12,369.96	148,439.49
	3	53.8175	602.7557	6,027.56	13,059.71	156,716.47
	4	56.8183	636.3653	6,363.65	13,787.92	165,454.99
	5	59.9865	671.8490	6,718.49	14,556.73	174,680.75
Y-52	1	49.2049	551.0951	5,510.95	11,940.39	143,284.72
	2	51.9486	581.8241	5,818.24	12,606.19	151,274.26
	3	54.8453	614.2666	6,142.67	13,309.11	159,709.32
	4	57.9034	648.5181	6,485.18	14,051.23	168,614.71
	5	61.1321	684.6795	6,846.80	14,834.72	178,016.67
Y-53	1	50.1270	561.4222	5,614.22	12,164.15	145,969.77
	2	52.9221	592.7272	5,927.27	12,842.42	154,109.06
	3	55.8730	625.7776	6,257.78	13,558.52	162,702.18

Firefighter Paramedic 112 Salary Rate Table Listing - Effective 10/03/2015

	4	58.9885	660.6710	6,606.71	14,314.54	171,774.45
	5	62.2777	697.5099	6,975.10	15,112.72	181,352.58
Y-54	1	51.0490	571.7494	5,717.49	12,387.90	148,654.85
	2	53.8955	603.6301	6,036.30	13,078.65	156,943.83
	3	56.9008	637.2885	6,372.89	13,807.92	165,695.02
	4	60.0736	672.8238	6,728.24	14,577.85	174,934.18
	5	63.4232	710.3404	7,103.40	15,390.71	184,688.50
Y-55	1	51.9712	582.0765	5,820.77	12,611.66	151,339.90
	2	54.8690	614.5331	6,145.33	13,314.88	159,778.61
	3	57.9286	648.7995	6,488.00	14,057.32	168,687.88
	4	61.1587	684.9766	6,849.77	14,841.16	178,093.92
	5	64.5688	723.1708	7,231.71	15,668.70	188,024.41
Y-56	1	52.8932	592.4037	5,924.04	12,835.41	154,024.96
	2	55.8425	625.4362	6,254.36	13,551.12	162,613.40
	3	58.9563	660.3105	6,603.10	14,306.73	171,680.72
	4	62.2437	697.1294	6,971.29	15,104.47	181,253.64
	5	65.7144	736.0013	7,360.01	15,946.69	191,360.33
Y-57	1	53.8153	602.7309	6,027.31	13,059.17	156,710.04
	2	56.8160	636.3391	6,363.39	13,787.35	165,448.17
	3	59.9840	671.8215	6,718.21	14,556.13	174,673.58
	4	63.3288	709.2822	7,092.82	15,367.78	184,413.38
	5	66.8600	748.8317	7,488.32	16,224.69	194,696.25
Y-58	1	54.7373	613.0580	6,130.58	13,282.92	159,395.08
	2	57.7895	647.2422	6,472.42	14,023.58	168,282.97
	3	61.0118	683.3324	6,833.32	14,805.54	177,666.42
	4	64.4138	721.4350	7,214.35	15,631.09	187,573.10
	5	68.0055	761.6622	7,616.62	16,502.68	198,032.17
Y-59	1	55.6594	623.3852	6,233.85	13,506.68	162,080.16
	2	58.7629	658.1452	6,581.45	14,259.81	171,117.74
	3	62.0396	694.8433	6,948.43	15,054.94	180,659.27
	4	65.4989	733.5878	7,335.88	15,894.40	190,732.83
	5	69.1512	774.4926	7,744.93	16,780.67	201,368.08
Y-60	1	56.5814	633.7123	6,337.12	13,730.43	164,765.21
	2	59.7364	669.0482	6,690.48	14,496.04	173,952.52
	3	63.0673	706.3543	7,063.54	15,304.34	183,652.11
	4	66.5840	745.7407	7,457.41	16,157.71	193,892.57
	5	70.2967	787.3231	7,873.23	17,058.67	204,704.00

Fire Engineer 112 Salary Rate Table Listing - Effective 10/03/2015

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
S-47	1	38.4087	430.1775	4,301.77	9,320.51	111,846.14
	2	40.5504	454.1642	4,541.64	9,840.22	118,082.69
	3	42.8114	479.4883	4,794.88	10,388.91	124,666.97
S-48	1	39.4649	442.0073	4,420.07	9,576.83	114,921.91
	2	41.6655	466.6537	4,666.54	10,110.83	121,329.96
	3	43.9888	492.6743	4,926.74	10,674.61	128,095.31
S-49	1	40.5212	453.8372	4,538.37	9,833.14	117,997.68
	2	42.7806	479.1432	4,791.43	10,381.44	124,577.24
	3	45.1661	505.8602	5,058.60	10,960.31	131,523.66
S-50	1	41.5774	465.6671	4,656.67	10,089.45	121,073.45
	2	43.8958	491.6327	4,916.33	10,652.04	127,824.51
	3	46.3434	519.0462	5,190.46	11,246.00	134,952.00
S-51	1	42.6337	477.4970	4,774.97	10,345.77	124,149.22
	2	45.0109	504.1222	5,041.22	10,922.65	131,071.77
	3	47.5207	532.2321	5,322.32	11,531.70	138,380.35
S-52	1	43.6899	489.3269	4,893.27	10,602.08	127,224.99
	2	46.1261	516.6118	5,166.12	11,193.26	134,319.06
	3	48.6980	545.4180	5,454.18	11,817.39	141,808.68
S-53	1	44.7462	501.1568	5,011.57	10,858.40	130,300.76
	2	47.2412	529.1013	5,291.01	11,463.86	137,566.33
	3	49.8754	558.6039	5,586.04	12,103.09	145,237.02
S-54	1	45.8024	512.9867	5,129.87	11,114.71	133,376.53
	2	48.3563	541.5908	5,415.91	11,734.47	140,813.60
	3	51.0527	571.7898	5,717.90	12,388.78	148,665.36
S-55	1	46.8586	524.8165	5,248.16	11,371.02	136,452.29
	2	49.4714	554.0803	5,540.80	12,005.07	144,060.88
	3	52.2300	584.9758	5,849.76	12,674.48	152,093.71
S-56	1	47.9148	536.6464	5,366.46	11,627.34	139,528.06
	2	50.5866	566.5698	5,665.70	12,275.68	147,308.16
	3	53.4073	598.1617	5,981.62	12,960.17	155,522.05
S-57	1	48.9711	548.4763	5,484.76	11,883.65	142,603.84
	2	51.7017	579.0593	5,790.59	12,546.29	150,555.42
	3	54.5846	611.3476	6,113.48	13,245.87	158,950.38
S-58	1	50.0273	560.3061	5,603.06	12,139.97	145,679.59
	2	52.8169	591.5488	5,915.49	12,816.89	153,802.69
	3	55.7620	624.5336	6,245.34	13,531.56	162,378.74
S-59	1	51.0836	572.1360	5,721.36	12,396.28	148,755.37
	2	53.9320	604.0383	6,040.38	13,087.50	157,049.96
	3	56.9392	637.7195	6,377.19	13,817.26	165,807.07
S-60	1	52.1398	583.9659	5,839.66	12,652.60	151,831.14
	2	55.0471	616.5278	6,165.28	13,358.10	160,297.23
	3	58.1165	650.9055	6,509.05	14,102.95	169,235.42

Fire Captain 112 Salary Rate Table Listing - Effective 10/03/2015

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
A-53	1	45.2071	506.3189	5,063.19	10,970.24	131,642.92
	2	47.7278	534.5513	5,345.51	11,581.94	138,983.33
	3	50.3891	564.3579	5,643.58	12,227.75	146,733.05
A-54	1	46.4503	520.2427	5,202.43	11,271.93	135,263.11
	2	49.0403	549.2515	5,492.51	11,900.45	142,805.38
	3	51.7748	579.8777	5,798.78	12,564.02	150,768.21
A-55	1	47.6935	534.1665	5,341.67	11,573.61	138,883.29
	2	50.3529	563.9516	5,639.52	12,218.95	146,627.42
	3	53.1605	595.3975	5,953.98	12,900.28	154,803.36
A-56	1	48.9366	548.0903	5,480.90	11,875.29	142,503.47
	2	51.6654	578.6518	5,786.52	12,537.46	150,449.47
	3	54.5462	610.9174	6,109.17	13,236.54	158,838.52
A-57	1	50.1798	562.0140	5,620.14	12,176.97	146,123.65
	2	52.9779	593.3519	5,933.52	12,855.96	154,271.50
	3	55.9319	626.4372	6,264.37	13,572.81	162,873.68
A-58	1	51.4230	575.9378	5,759.38	12,478.65	149,743.82
	2	54.2904	608.0521	6,080.52	13,174.46	158,093.54
	3	57.3176	641.9571	6,419.57	13,909.07	166,908.84
A-59	1	52.6663	589.8616	5,898.62	12,780.33	153,364.01
	2	55.6029	622.7522	6,227.52	13,492.97	161,915.58
	3	58.7033	657.4769	6,574.77	14,245.33	170,944.00
A-60	1	53.9094	603.7853	6,037.85	13,082.02	156,984.19
	2	56.9154	637.4525	6,374.52	13,811.47	165,737.64
	3	60.0890	672.9968	6,729.97	14,581.60	174,979.16
A-61	1	55.1526	617.7091	6,177.09	13,383.70	160,604.37
	2	58.2279	652.1526	6,521.53	14,129.97	169,559.67
	3	61.4747	688.5166	6,885.17	14,917.86	179,014.31
A-62	1	56.3958	631.6329	6,316.33	13,685.38	164,224.55
	2	59.5404	666.8527	6,668.53	14,448.48	173,381.71
	3	62.8604	704.0365	7,040.36	15,254.12	183,049.48
A-63	1	57.6390	645.5567	6,455.57	13,987.06	167,844.73
	2	60.8529	681.5528	6,815.53	14,766.98	177,203.74
	3	64.2461	719.5563	7,195.56	15,590.39	187,084.64
A-64	1	58.8821	659.4804	6,594.80	14,288.74	171,464.90
	2	62.1654	696.2531	6,962.53	15,085.48	181,025.80
	3	65.6318	735.0762	7,350.76	15,926.65	191,119.80
A-65	1	60.1254	673.4042	6,734.04	14,590.42	175,085.09
	2	63.4779	710.9532	7,109.53	15,403.99	184,847.83
	3	67.0175	750.5960	7,505.96	16,262.91	195,154.96
A-66	1	61.3686	687.3280	6,873.28	14,892.11	178,705.28
	2	64.7904	725.6534	7,256.53	15,722.49	188,669.88
	3	68.4032	766.1158	7,661.16	16,599.18	199,190.12

Fire Captain 80 Salary Rate Table Listing - Effective 10/03/2015

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
B-53	1	63.2899	506.3189	5,063.19	10,970.24	131,642.92
	2	66.8189	534.5513	5,345.51	11,581.94	138,983.33
	3	70.5448	564.3579	5,643.58	12,227.75	146,733.05
B-54	1	65.0304	520.2427	5,202.43	11,271.93	135,263.11
	2	68.6564	549.2515	5,492.51	11,900.45	142,805.38
	3	72.4848	579.8777	5,798.78	12,564.02	150,768.21
B-55	1	66.7709	534.1665	5,341.67	11,573.61	138,883.29
	2	70.4940	563.9516	5,639.52	12,218.95	146,627.42
	3	74.4248	595.3975	5,953.98	12,900.28	154,803.36
B-56	1	68.5113	548.0903	5,480.90	11,875.29	142,503.47
	2	72.3315	578.6518	5,786.52	12,537.46	150,449.47
	3	76.3646	610.9174	6,109.17	13,236.54	158,838.52
B-57	1	70.2518	562.0140	5,620.14	12,176.97	146,123.65
	2	74.1690	593.3519	5,933.52	12,855.96	154,271.50
	3	78.3046	626.4372	6,264.37	13,572.81	162,873.68
B-58	1	71.9923	575.9378	5,759.38	12,478.65	149,743.82
	2	76.0065	608.0521	6,080.52	13,174.46	158,093.54
	3	80.2446	641.9571	6,419.57	13,909.07	166,908.84
B-59	1	73.7328	589.8616	5,898.62	12,780.33	153,364.01
	2	77.8440	622.7522	6,227.52	13,492.97	161,915.58
	3	82.1846	657.4769	6,574.77	14,245.33	170,944.00
B-60	1	75.4731	603.7853	6,037.85	13,082.02	156,984.19
	2	79.6815	637.4525	6,374.52	13,811.47	165,737.64
	3	84.1246	672.9968	6,729.97	14,581.60	174,979.16
B-61	1	77.2136	617.7091	6,177.09	13,383.70	160,604.37
	2	81.5191	652.1526	6,521.53	14,129.97	169,559.67
	3	86.0646	688.5166	6,885.17	14,917.86	179,014.31
B-62	1	78.9541	631.6329	6,316.33	13,685.38	164,224.55
	2	83.3566	666.8527	6,668.53	14,448.48	173,381.71
	3	88.0045	704.0365	7,040.36	15,254.12	183,049.48
B-63	1	80.6946	645.5567	6,455.57	13,987.06	167,844.73
	2	85.1941	681.5528	6,815.53	14,766.98	177,203.74
	3	89.9445	719.5563	7,195.56	15,590.39	187,084.64
B-64	1	82.4350	659.4804	6,594.80	14,288.74	171,464.90
	2	87.0316	696.2531	6,962.53	15,085.48	181,025.80
	3	91.8845	735.0762	7,350.76	15,926.65	191,119.80
B-65	1	84.1755	673.4042	6,734.04	14,590.42	175,085.09
	2	88.8691	710.9532	7,109.53	15,403.99	184,847.83
	3	93.8245	750.5960	7,505.96	16,262.91	195,154.96
B-66	1	85.9160	687.3280	6,873.28	14,892.11	178,705.28
	2	90.7066	725.6534	7,256.53	15,722.49	188,669.88
	3	95.7645	766.1158	7,661.16	16,599.18	199,190.12

Fire Battalion Chief 112 Salary Rate Table Listing - Effective 10/03/2015

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
K-55	1	47.7367	534.6508	5,346.51	11,584.10	139,009.20
	2	50.3985	564.4628	5,644.63	12,230.03	146,760.34
	3	53.2087	595.9373	5,959.37	12,911.98	154,943.70
	4	56.1756	629.1668	6,291.67	13,631.95	163,583.36
	5	59.3079	664.2491	6,642.49	14,392.06	172,704.77
K-56	1	49.0495	549.3536	5,493.54	11,902.66	142,831.94
	2	51.7845	579.9856	5,799.86	12,566.35	150,796.25
	3	54.6720	612.3256	6,123.26	13,267.05	159,204.65
	4	57.7204	646.4688	6,464.69	14,006.83	168,081.90
	5	60.9389	682.5160	6,825.16	14,787.85	177,454.15
K-57	1	50.3622	564.0565	5,640.57	12,221.23	146,654.70
	2	53.1704	595.5084	5,955.08	12,902.68	154,832.18
	3	56.1352	628.7139	6,287.14	13,622.13	163,465.61
	4	59.2653	663.7710	6,637.71	14,381.70	172,580.45
	5	62.5699	700.7828	7,007.83	15,183.63	182,203.54
K-58	1	51.6749	578.7594	5,787.59	12,539.79	150,477.45
	2	54.5563	611.0310	6,110.31	13,239.01	158,868.07
	3	57.5984	645.1022	6,451.02	13,977.21	167,726.56
	4	60.8101	681.0731	6,810.73	14,756.58	177,079.00
	5	64.2009	719.0497	7,190.50	15,579.41	186,952.92
K-59	1	52.9877	593.4623	5,934.62	12,858.35	154,300.20
	2	55.9423	626.5538	6,265.54	13,575.33	162,903.98
	3	59.0616	661.4904	6,614.90	14,332.29	171,987.50
	4	62.3549	698.3751	6,983.75	15,131.46	181,577.52
	5	65.8319	737.3165	7,373.17	15,975.19	191,702.30
K-60	1	54.3004	608.1652	6,081.65	13,176.91	158,122.96
	2	57.3283	642.0765	6,420.77	13,911.66	166,939.89
	3	60.5249	677.8787	6,778.79	14,687.37	176,248.46
	4	63.8997	715.6772	7,156.77	15,506.34	186,076.07
	5	67.4628	755.5833	7,555.83	16,370.97	196,451.67
K-61	1	55.6132	622.8681	6,228.68	13,495.48	161,945.71
	2	58.7142	657.5993	6,575.99	14,247.98	170,975.81
	3	61.9881	694.2670	6,942.67	15,042.45	180,509.41
	4	65.4446	732.9793	7,329.79	15,881.22	190,574.62
	5	69.0938	773.8502	7,738.50	16,766.76	201,201.06
K-62	1	56.9260	637.5710	6,375.71	13,814.04	165,768.46
	2	60.1002	673.1220	6,731.22	14,584.31	175,011.71
	3	63.4513	710.6552	7,106.55	15,397.53	184,770.36
	4	66.9894	750.2813	7,502.81	16,256.10	195,073.15
	5	70.7247	792.1170	7,921.17	17,162.54	205,950.43
K-63	1	58.2388	652.2739	6,522.74	14,132.60	169,591.22
	2	61.4862	688.6447	6,886.45	14,920.64	179,047.62
	3	64.9146	727.0435	7,270.44	15,752.61	189,031.32
	4	68.5342	767.5835	7,675.83	16,630.98	199,571.70
	5	72.3557	810.3839	8,103.84	17,558.32	210,699.82
K-64	1	59.5515	666.9768	6,669.77	14,451.16	173,413.96

Fire Battalion Chief 112 Salary Rate Table Listing - Effective 10/03/2015

	2	62.8721	704.1674	7,041.67	15,256.96	183,083.52
	3	66.3779	743.4318	7,434.32	16,107.69	193,292.26
	4	70.0791	784.8856	7,848.86	17,005.85	204,070.25
	5	73.9867	828.6507	8,286.51	17,954.10	215,449.19
K-65	1	60.8643	681.6797	6,816.80	14,769.73	177,236.72
	2	64.2580	719.6902	7,196.90	15,593.29	187,119.45
	3	67.8411	759.8201	7,598.20	16,462.77	197,553.22
	4	71.6239	802.1877	8,021.88	17,380.73	208,568.79
	5	75.6177	846.9176	8,469.18	18,349.88	220,198.58
K-66	1	62.1771	696.3826	6,963.83	15,088.29	181,059.47
	2	65.6440	735.2128	7,352.13	15,929.61	191,155.34
	3	69.3043	776.2083	7,762.08	16,817.85	201,814.17
	4	73.1688	819.4897	8,194.90	17,755.61	213,067.32
	5	77.2486	865.1845	8,651.84	18,745.66	224,947.96
K-67	1	63.4897	711.0855	7,110.85	15,406.85	184,882.22
	2	67.0300	750.7356	7,507.36	16,265.94	195,191.26
	3	70.7676	792.5966	7,925.97	17,172.93	206,075.12
	4	74.7136	836.7918	8,367.92	18,130.49	217,565.87
	5	78.8796	883.4513	8,834.51	19,141.45	229,697.35
K-68	1	64.8025	725.7884	7,257.88	15,725.42	188,704.98
	2	68.4159	766.2583	7,662.58	16,602.26	199,227.17
	3	72.2308	808.9849	8,089.85	17,528.01	210,336.08
	4	76.2584	854.0939	8,540.94	18,505.37	222,064.42
	5	80.5105	901.7182	9,017.18	19,537.23	234,446.72

Fire Battalion Chief 80 Salary Rate Table Listing - Effective 10/03/2015

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
I-55	1	66.8314	534.6508	5,346.51	11,584.10	139,009.20
	2	70.5579	564.4628	5,644.63	12,230.03	146,760.34
	3	74.4921	595.9373	5,959.37	12,911.98	154,943.70
	4	78.6459	629.1668	6,291.67	13,631.95	163,583.36
	5	83.0311	664.2491	6,642.49	14,392.06	172,704.77
I-56	1	68.6693	549.3536	5,493.54	11,902.66	142,831.94
	2	72.4983	579.9856	5,799.86	12,566.35	150,796.25
	3	76.5408	612.3256	6,123.26	13,267.05	159,204.65
	4	80.8086	646.4688	6,464.69	14,006.83	168,081.90
	5	85.3145	682.5160	6,825.16	14,787.85	177,454.15
I-57	1	70.5071	564.0565	5,640.57	12,221.23	146,654.70
	2	74.4385	595.5084	5,955.08	12,902.68	154,832.18
	3	78.5893	628.7139	6,287.14	13,622.13	163,465.61
	4	82.9714	663.7710	6,637.71	14,381.70	172,580.45
	5	87.5979	700.7828	7,007.83	15,183.63	182,203.54
I-58	1	72.3449	578.7594	5,787.59	12,539.79	150,477.45
	2	76.3789	611.0310	6,110.31	13,239.01	158,868.07
	3	80.6378	645.1022	6,451.02	13,977.21	167,726.56
	4	85.1341	681.0731	6,810.73	14,756.58	177,079.00
	5	89.8813	719.0497	7,190.50	15,579.41	186,952.92
I-59	1	74.1828	593.4623	5,934.62	12,858.35	154,300.20
	2	78.3193	626.5538	6,265.54	13,575.33	162,903.98
	3	82.6863	661.4904	6,614.90	14,332.29	171,987.50
	4	87.2969	698.3751	6,983.75	15,131.46	181,577.52
	5	92.1646	737.3165	7,373.17	15,975.19	191,702.30
I-60	1	76.0206	608.1652	6,081.65	13,176.91	158,122.96
	2	80.2596	642.0765	6,420.77	13,911.66	166,939.89
	3	84.7349	677.8787	6,778.79	14,687.37	176,248.46
	4	89.4596	715.6772	7,156.77	15,506.34	186,076.07
	5	94.4479	755.5833	7,555.83	16,370.97	196,451.67
I-61	1	77.8585	622.8681	6,228.68	13,495.48	161,945.71
	2	82.1999	657.5993	6,575.99	14,247.98	170,975.81
	3	86.7834	694.2670	6,942.67	15,042.45	180,509.41
	4	91.6224	732.9793	7,329.79	15,881.22	190,574.62
	5	96.7313	773.8502	7,738.50	16,766.76	201,201.06
I-62	1	79.6964	637.5710	6,375.71	13,814.04	165,768.46
	2	84.1403	673.1220	6,731.22	14,584.31	175,011.71
	3	88.8319	710.6552	7,106.55	15,397.53	184,770.36
	4	93.7851	750.2813	7,502.81	16,256.10	195,073.15
	5	99.0146	792.1170	7,921.17	17,162.54	205,950.43
I-63	1	81.5343	652.2739	6,522.74	14,132.60	169,591.22
	2	86.0806	688.6447	6,886.45	14,920.64	179,047.62
	3	90.8805	727.0435	7,270.44	15,752.61	189,031.32
	4	95.9479	767.5835	7,675.83	16,630.98	199,571.70
	5	101.2980	810.3839	8,103.84	17,558.32	210,699.82
I-64	1	83.3721	666.9768	6,669.77	14,451.16	173,413.96

Fire Battalion Chief 80 Salary Rate Table Listing - Effective 10/03/2015

	2	88.0209	704.1674	7,041.67	15,256.96	183,083.52
	3	92.9290	743.4318	7,434.32	16,107.69	193,292.26
	4	98.1108	784.8856	7,848.86	17,005.85	204,070.25
	5	103.5814	828.6507	8,286.51	17,954.10	215,449.19
I-65	1	85.2100	681.6797	6,816.80	14,769.73	177,236.72
	2	89.9613	719.6902	7,196.90	15,593.29	187,119.45
	3	94.9775	759.8201	7,598.20	16,462.77	197,553.22
	4	100.2735	802.1877	8,021.88	17,380.73	208,568.79
	5	105.8648	846.9176	8,469.18	18,349.88	220,198.58
I-66	1	87.0479	696.3826	6,963.83	15,088.29	181,059.47
	2	91.9016	735.2128	7,352.13	15,929.61	191,155.34
	3	97.0260	776.2083	7,762.08	16,817.85	201,814.17
	4	102.4363	819.4897	8,194.90	17,755.61	213,067.32
	5	108.1480	865.1845	8,651.84	18,745.66	224,947.96
I-67	1	88.8856	711.0855	7,110.85	15,406.85	184,882.22
	2	93.8420	750.7356	7,507.36	16,265.94	195,191.25
	3	99.0746	792.5966	7,925.97	17,172.93	206,075.12
	4	104.5990	836.7918	8,367.92	18,130.49	217,565.87
	5	110.4314	883.4513	8,834.51	19,141.45	229,697.35
I-68	1	90.7235	725.7884	7,257.88	15,725.42	188,704.98
	2	95.7823	766.2583	7,662.58	16,602.26	199,227.17
	3	101.1231	808.9849	8,089.85	17,528.01	210,336.08
	4	106.7618	854.0939	8,540.94	18,505.37	222,064.42
	5	112.7148	901.7182	9,017.18	19,537.23	234,446.72

SWORN FIRE SALARY SCHEDULE

Effective December 26, 2015

<u>PAC #</u>	<u>CLASSIFICATION</u>	<u>SALARY SCHEDULE</u>	<u>MONTHLY SALARY RANGE</u>		
NON-MANAGEMENT					
2530	FIREFIGHTER	F-35	\$ 7,531	-	\$ 9,356
2540	FIREFIGHTER PARAMEDIC	Y-35	\$ 8,625	-	\$ 10,715
2520	FIRE ENGINEER	S-47	\$ 9,880	-	\$ 11,012
2510/2515	FIRE CAPTAIN (112/80)	A-53/B-53	\$ 11,628	-	\$ 12,961
MANAGEMENT					
2500/2505	FIRE BATTALION CHIEF (112/80)	K-55/I-55	\$ 12,279	-	\$ 15,256

Firefighter 112 Salary Rate Table Listing - Effective 12/26/2015

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
F-35	1	31.0333	347.5735	3,475.73	7,530.76	90,369.10
	2	32.7638	366.9542	3,669.54	7,950.67	95,408.09
	3	34.5907	387.4156	3,874.16	8,394.00	100,728.05
	4	36.5195	409.0179	4,090.18	8,862.05	106,344.65
	5	38.5558	431.8247	4,318.25	9,356.20	112,274.43
F-36	1	31.8868	357.1318	3,571.32	7,737.86	92,854.27
	2	33.6647	377.0454	3,770.45	8,169.32	98,031.81
	3	35.5419	398.0695	3,980.69	8,624.84	103,498.06
	4	37.5238	420.2658	4,202.66	9,105.76	109,269.12
	5	39.6161	443.6999	4,437.00	9,613.50	115,361.97
F-37	1	32.7402	366.6901	3,666.90	7,944.95	95,339.42
	2	34.5658	387.1366	3,871.37	8,387.96	100,655.52
	3	36.4931	408.7234	4,087.23	8,855.67	106,268.08
	4	38.5280	431.5138	4,315.14	9,349.47	112,193.59
	5	40.6763	455.5750	4,555.75	9,870.79	118,449.50
F-38	1	33.5936	376.2483	3,762.48	8,152.05	97,824.57
	2	35.4668	397.2280	3,972.28	8,606.61	103,279.27
	3	37.4444	419.3773	4,193.77	9,086.51	109,038.10
	4	39.5323	442.7618	4,427.62	9,593.17	115,118.08
	5	41.7366	467.4503	4,674.50	10,128.09	121,537.07
F-39	1	34.4471	385.8066	3,858.07	8,359.14	100,309.71
	2	36.3678	407.3192	4,073.19	8,825.25	105,902.99
	3	38.3956	430.0313	4,300.31	9,317.34	111,808.13
	4	40.5366	454.0098	4,540.10	9,836.88	118,042.55
	5	42.7969	479.3254	4,793.25	10,385.38	124,624.60
F-40	1	35.3004	395.3649	3,953.65	8,566.24	102,794.87
	2	37.2688	417.4104	4,174.10	9,043.89	108,526.70
	3	39.3469	440.6852	4,406.85	9,548.18	114,578.15
	4	41.5409	465.2578	4,652.58	10,080.59	120,967.02
	5	43.8572	491.2006	4,912.01	10,642.68	127,712.16
F-41	1	36.1538	404.9232	4,049.23	8,773.34	105,280.02
	2	38.1698	427.5017	4,275.02	9,262.54	111,150.43
	3	40.2981	451.3391	4,513.39	9,779.01	117,348.17
	4	42.5452	476.5058	4,765.06	10,324.29	123,891.51
	5	44.9175	503.0758	5,030.76	10,899.98	130,799.71
F-42	1	37.0072	414.4814	4,144.81	8,980.43	107,765.17
	2	39.0708	437.5929	4,375.93	9,481.18	113,774.15
	3	41.2494	461.9930	4,619.93	10,009.85	120,118.18
	4	43.5495	487.7538	4,877.54	10,568.00	126,815.99
	5	45.9778	514.9509	5,149.51	11,157.27	133,887.24
F-43	1	37.8607	424.0397	4,240.40	9,187.53	110,250.31
	2	39.9718	447.6842	4,476.84	9,699.82	116,397.88
	3	42.2006	472.6470	4,726.47	10,240.69	122,888.22
	4	44.5538	499.0018	4,990.02	10,811.71	129,740.46
	5	47.0380	526.8262	5,268.26	11,414.57	136,974.80
F-44	1	38.7141	433.5980	4,335.98	9,394.62	112,735.47

Firefighter 112 Salary Rate Table Listing - Effective 12/26/2015

	2	40.8728	457.7753	4,577.75	9,918.47	119,021.59
	3	43.1519	483.3009	4,833.01	10,471.52	125,658.23
	4	45.5580	510.2498	5,102.50	11,055.41	132,664.94
	5	48.0983	538.7013	5,387.01	11,671.86	140,062.35
F-45	1	39.5675	443.1562	4,431.56	9,601.72	115,220.62
	2	41.7738	467.8666	4,678.67	10,137.11	121,645.31
	3	44.1031	493.9548	4,939.55	10,702.35	128,428.25
	4	46.5623	521.4977	5,214.98	11,299.12	135,589.41
	5	49.1586	550.5765	5,505.76	11,929.16	143,149.88
F-46	1	40.4209	452.7145	4,527.14	9,808.81	117,705.76
	2	42.6748	477.9578	4,779.58	10,355.75	124,269.04
	3	45.0544	504.6088	5,046.09	10,933.19	131,198.29
	4	47.5666	532.7458	5,327.46	11,542.83	138,513.91
	5	50.2189	562.4516	5,624.52	12,186.45	146,237.42
F-47	1	41.2744	462.2727	4,622.73	10,015.91	120,190.91
	2	43.5758	488.0491	4,880.49	10,574.40	126,892.76
	3	46.0056	515.2627	5,152.63	11,164.03	133,968.30
	4	48.5709	543.9938	5,439.94	11,786.53	141,438.38
	5	51.2792	574.3269	5,743.27	12,443.75	149,324.99
F-48	1	42.1278	471.8310	4,718.31	10,223.01	122,676.07
	2	44.4768	498.1403	4,981.40	10,793.04	129,516.49
	3	46.9569	525.9167	5,259.17	11,394.86	136,738.33
	4	49.5752	555.2417	5,552.42	12,030.24	144,362.85
	5	52.3395	586.2020	5,862.02	12,701.04	152,412.52
F-49	1	42.9812	481.3893	4,813.89	10,430.10	125,161.22
	2	45.3779	508.2316	5,082.32	11,011.68	132,140.21
	3	47.9081	536.5705	5,365.71	11,625.70	139,508.34
	4	50.5795	566.4897	5,664.90	12,273.94	147,287.33
	5	53.3997	598.0772	5,980.77	12,958.34	155,500.06
F-50	1	43.8346	490.9476	4,909.48	10,637.20	127,646.37
	2	46.2788	518.3228	5,183.23	11,230.33	134,763.94
	3	48.8594	547.2245	5,472.25	11,856.53	142,278.37
	4	51.5838	577.7377	5,777.38	12,517.65	150,211.81
	5	54.4600	609.9524	6,099.52	13,215.64	158,587.63
F-51	1	44.6880	500.5059	5,005.06	10,844.29	130,131.53
	2	47.1798	528.4140	5,284.14	11,448.97	137,387.65
	3	49.8105	557.8784	5,578.78	12,087.37	145,048.39
	4	52.5880	588.9857	5,889.86	12,761.36	153,136.29
	5	55.5204	621.8275	6,218.28	13,472.93	161,675.16
F-52	1	45.5414	510.0641	5,100.64	11,051.39	132,616.67
	2	48.0808	538.5053	5,385.05	11,667.62	140,011.38
	3	50.7618	568.5323	5,685.32	12,318.20	147,818.41
	4	53.5923	600.2337	6,002.34	13,005.06	156,060.77
	5	56.5806	633.7027	6,337.03	13,730.23	164,762.70
F-53	1	46.3948	519.6224	5,196.22	11,258.49	135,101.83
	2	48.9818	548.5965	5,485.96	11,886.26	142,635.08
	3	51.7130	579.1862	5,791.86	12,549.04	150,588.42

Firefighter 112 Salary Rate Table Listing - Effective 12/26/2015

	4	54.5966	611.4817	6,114.82	13,248.77	158,985.23
	5	57.6409	645.5779	6,455.78	13,987.52	167,850.26
F-54	1	47.2483	529.1807	5,291.81	11,465.58	137,586.97
	2	49.8829	558.6878	5,586.88	12,104.90	145,258.82
	3	52.6643	589.8402	5,898.40	12,779.87	153,358.46
	4	55.6009	622.7297	6,227.30	13,492.48	161,909.71
	5	58.7012	657.4531	6,574.53	14,244.82	170,937.80
F-55	1	48.1017	538.7389	5,387.39	11,672.68	140,072.12
	2	50.7838	568.7790	5,687.79	12,323.55	147,882.55
	3	53.6155	600.4941	6,004.94	13,010.71	156,128.47
	4	56.6052	633.9777	6,339.78	13,736.18	164,834.20
	5	59.7614	669.3283	6,693.28	14,502.11	174,025.36
F-56	1	48.9551	548.2972	5,482.97	11,879.77	142,557.27
	2	51.6848	578.8702	5,788.70	12,542.19	150,506.26
	3	54.5668	611.1480	6,111.48	13,241.54	158,898.49
	4	57.6095	645.2257	6,452.26	13,979.89	167,758.67
	5	60.8217	681.2035	6,812.03	14,759.41	177,112.90
F-57	1	49.8085	557.8555	5,578.55	12,086.87	145,042.43
	2	52.5858	588.9615	5,889.61	12,760.83	153,129.99
	3	55.5180	621.8020	6,218.02	13,472.38	161,668.52
	4	58.6138	656.4737	6,564.74	14,223.60	170,683.15
	5	61.8821	693.0786	6,930.79	15,016.70	180,200.43
F-58	1	50.6620	567.4137	5,674.14	12,293.96	147,527.57
	2	53.4869	599.0527	5,990.53	12,979.48	155,753.71
	3	56.4693	632.4559	6,324.56	13,703.21	164,438.54
	4	59.6180	667.7217	6,677.22	14,467.30	173,607.64
	5	62.9423	704.9538	7,049.54	15,274.00	183,288.00
F-59	1	51.5154	576.9720	5,769.72	12,501.06	150,012.73
	2	54.3879	609.1440	6,091.44	13,198.12	158,377.44
	3	57.4205	643.1098	6,431.10	13,934.05	167,208.56
	4	60.6223	678.9696	6,789.70	14,711.01	176,532.10
	5	64.0026	716.8290	7,168.29	15,531.30	186,375.55
F-60	1	52.3688	586.5303	5,865.30	12,708.16	152,497.88
	2	55.2888	619.2352	6,192.35	13,416.76	161,001.15
	3	58.3718	653.7638	6,537.64	14,164.88	169,978.58
	4	61.6266	690.2176	6,902.18	14,954.72	179,456.58
	5	65.0629	728.7042	7,287.04	15,788.59	189,463.08

Firefighter Paramedic 112 Salary Rate Table Listing - Effective 12/26/2015

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
Y-35	1	35.5415	398.0652	3,980.65	8,624.75	103,496.96
	2	37.5233	420.2613	4,202.61	9,105.66	109,267.95
	3	39.6156	443.6952	4,436.95	9,613.40	115,360.74
	4	41.8246	468.4356	4,684.36	10,149.44	121,793.25
	5	44.1568	494.5555	4,945.56	10,715.37	128,584.44
Y-36	1	36.5189	409.0120	4,090.12	8,861.93	106,343.13
	2	38.5553	431.8186	4,318.19	9,356.07	112,272.83
	3	40.7051	455.8967	4,558.97	9,877.76	118,533.15
	4	42.9748	481.3175	4,813.18	10,428.55	125,142.56
	5	45.3711	508.1558	5,081.56	11,010.04	132,120.52
Y-37	1	37.4963	419.9589	4,199.59	9,099.11	109,189.31
	2	39.5871	443.3757	4,433.76	9,606.47	115,277.69
	3	41.7945	468.0983	4,680.98	10,142.13	121,705.57
	4	44.1250	494.1995	4,942.00	10,707.66	128,491.88
	5	46.5854	521.7562	5,217.56	11,304.72	135,656.61
Y-38	1	38.4738	430.9056	4,309.06	9,336.29	112,035.46
	2	40.6190	454.9330	4,549.33	9,856.88	118,282.57
	3	42.8839	480.3000	4,803.00	10,406.50	124,878.01
	4	45.2751	507.0815	5,070.81	10,986.77	131,841.19
	5	47.7996	535.3564	5,353.56	11,599.39	139,192.67
Y-39	1	39.4511	441.8525	4,418.52	9,573.47	114,881.64
	2	41.6509	466.4902	4,664.90	10,107.29	121,287.44
	3	43.9734	492.5016	4,925.02	10,670.87	128,050.42
	4	46.4254	519.9635	5,199.64	11,265.88	135,190.51
	5	49.0140	548.9566	5,489.57	11,894.06	142,728.72
Y-40	1	40.4285	452.7992	4,527.99	9,810.65	117,727.79
	2	42.6828	478.0473	4,780.47	10,357.69	124,292.29
	3	45.0628	504.7033	5,047.03	10,935.24	131,222.85
	4	47.5755	532.8455	5,328.46	11,544.99	138,539.84
	5	50.2283	562.5569	5,625.57	12,188.73	146,264.80
Y-41	1	41.4059	463.7460	4,637.46	10,047.83	120,573.97
	2	43.7147	489.6045	4,896.05	10,608.10	127,297.17
	3	46.1522	516.9048	5,169.05	11,199.61	134,395.26
	4	48.7256	545.7275	5,457.27	11,824.10	141,889.14
	5	51.4426	576.1572	5,761.57	12,483.41	149,800.87
Y-42	1	42.3833	474.6928	4,746.93	10,285.01	123,420.14
	2	44.7466	501.1617	5,011.62	10,858.50	130,302.04
	3	47.2416	529.1065	5,291.06	11,463.97	137,567.68
	4	49.8758	558.6094	5,586.09	12,103.20	145,238.45
	5	52.6570	589.7575	5,897.58	12,778.08	153,336.95
Y-43	1	43.3607	485.6396	4,856.40	10,522.19	126,266.29
	2	45.7785	512.7189	5,127.19	11,108.91	133,306.91
	3	48.3311	541.3081	5,413.08	11,728.34	140,740.10
	4	51.0260	571.4914	5,714.91	12,382.31	148,587.77
	5	53.8713	603.3577	6,033.58	13,072.75	156,873.01
Y-44	1	44.3380	496.5864	4,965.86	10,759.37	129,112.47

Firefighter Paramedic 112 Salary Rate Table Listing - Effective 12/26/2015

	2	46.8104	524.2761	5,242.76	11,359.32	136,311.78
	3	49.4205	553.5097	5,535.10	11,992.71	143,912.52
	4	52.1762	584.3734	5,843.73	12,661.42	151,937.08
	5	55.0855	616.9580	6,169.58	13,367.42	160,409.09
Y-45	1	45.3154	507.5332	5,075.33	10,996.55	131,958.63
	2	47.8422	535.8332	5,358.33	11,609.72	139,316.64
	3	50.5099	565.7113	5,657.11	12,257.08	147,084.93
	4	53.3263	597.2554	5,972.55	12,940.53	155,286.40
	5	56.2998	630.5583	6,305.58	13,662.10	163,945.17
Y-46	1	46.2929	518.4800	5,184.80	11,233.73	134,804.79
	2	48.8741	547.3904	5,473.90	11,860.13	142,321.51
	3	51.5994	577.9130	5,779.13	12,521.45	150,257.37
	4	54.4765	610.1373	6,101.37	13,219.64	158,635.71
	5	57.5142	644.1586	6,441.59	13,956.77	167,481.24
Y-47	1	47.2703	529.4268	5,294.27	11,470.91	137,650.96
	2	49.9061	558.9476	5,589.48	12,110.53	145,326.37
	3	52.6888	590.1145	5,901.15	12,785.82	153,429.78
	4	55.6267	623.0193	6,230.19	13,498.75	161,985.02
	5	58.7285	657.7588	6,577.59	14,251.44	171,017.30
Y-48	1	48.2477	540.3736	5,403.74	11,708.09	140,497.13
	2	50.9379	570.5048	5,705.05	12,360.94	148,331.26
	3	53.7782	602.3162	6,023.16	13,050.18	156,602.21
	4	56.7769	635.9013	6,359.01	13,777.86	165,334.34
	5	59.9428	671.3592	6,713.59	14,546.12	174,553.38
Y-49	1	49.2250	551.3204	5,513.20	11,945.28	143,343.30
	2	51.9698	582.0620	5,820.62	12,611.34	151,336.13
	3	54.8677	614.5178	6,145.18	13,314.55	159,774.63
	4	57.9271	648.7833	6,487.83	14,056.97	168,683.65
	5	61.1571	684.9595	6,849.59	14,840.79	178,089.46
Y-50	1	50.2024	562.2672	5,622.67	12,182.46	146,189.47
	2	53.0017	593.6192	5,936.19	12,861.75	154,340.98
	3	55.9571	626.7194	6,267.19	13,578.92	162,947.04
	4	59.0772	661.6653	6,616.65	14,336.08	172,032.97
	5	62.3714	698.5597	6,985.60	15,135.46	181,625.53
Y-51	1	51.1798	573.2140	5,732.14	12,419.64	149,035.63
	2	54.0336	605.1764	6,051.76	13,112.16	157,345.86
	3	57.0465	638.9210	6,389.21	13,843.29	166,119.46
	4	60.2274	674.5473	6,745.47	14,615.19	175,382.29
	5	63.5857	712.1600	7,121.60	15,430.13	185,161.60
Y-52	1	52.1572	584.1608	5,841.61	12,656.82	151,881.80
	2	55.0655	616.7335	6,167.34	13,362.56	160,350.72
	3	58.1360	651.1226	6,511.23	14,107.66	169,291.88
	4	61.3776	687.4292	6,874.29	14,894.30	178,731.59
	5	64.8000	725.7603	7,257.60	15,724.81	188,697.67
Y-53	1	53.1346	595.1075	5,951.08	12,894.00	154,727.96
	2	56.0974	628.2908	6,282.91	13,612.97	163,355.60
	3	59.2254	663.3243	6,633.24	14,372.03	172,464.31

Firefighter Paramedic 112 Salary Rate Table Listing - Effective 12/26/2015

	4	62.5278	700.3112	7,003.11	15,173.41	182,080.92
	5	66.0144	739.3605	7,393.61	16,019.48	192,233.73
Y-54	1	54.1120	606.0544	6,060.54	13,131.18	157,574.14
	2	57.1293	639.8479	6,398.48	13,863.37	166,360.46
	3	60.3148	675.5258	6,755.26	14,636.39	175,636.72
	4	63.6779	713.1932	7,131.93	15,452.52	185,430.23
	5	67.2287	752.9608	7,529.61	16,314.15	195,769.81
Y-55	1	55.0894	617.0011	6,170.01	13,368.36	160,420.29
	2	58.1612	651.4051	6,514.05	14,113.78	169,365.33
	3	61.4043	687.7275	6,877.28	14,900.76	178,809.15
	4	64.8281	726.0752	7,260.75	15,731.63	188,779.56
	5	68.4429	766.5610	7,665.61	16,608.82	199,305.87
Y-56	1	56.0668	627.9479	6,279.48	13,605.54	163,266.46
	2	59.1930	662.9623	6,629.62	14,364.18	172,370.20
	3	62.4937	699.9291	6,999.29	15,165.13	181,981.56
	4	65.9783	738.9572	7,389.57	16,010.74	192,128.86
	5	69.6572	780.1613	7,801.61	16,903.50	202,841.95
Y-57	1	57.0442	638.8948	6,388.95	13,842.72	166,112.64
	2	60.2249	674.5195	6,745.19	14,614.59	175,375.06
	3	63.5831	712.1307	7,121.31	15,429.50	185,153.99
	4	67.1285	751.8392	7,518.39	16,289.85	195,478.18
	5	70.8716	793.7617	7,937.62	17,198.17	206,378.03
Y-58	1	58.0215	649.8415	6,498.41	14,079.90	168,958.78
	2	61.2569	686.0767	6,860.77	14,865.00	178,379.95
	3	64.6725	724.3323	7,243.32	15,693.87	188,326.41
	4	68.2787	764.7211	7,647.21	16,568.96	198,827.49
	5	72.0859	807.3619	8,073.62	17,492.84	209,914.10
Y-59	1	58.9989	660.7883	6,607.88	14,317.08	171,804.97
	2	62.2888	697.6338	6,976.34	15,115.40	181,384.80
	3	65.7620	736.5340	7,365.34	15,958.24	191,498.83
	4	69.4288	777.6031	7,776.03	16,848.07	202,176.80
	5	73.3002	820.9622	8,209.62	17,787.51	213,450.16
Y-60	1	59.9763	671.7351	6,717.35	14,554.26	174,651.12
	2	63.3206	709.1910	7,091.91	15,365.81	184,389.67
	3	66.8514	748.7355	7,487.36	16,222.60	194,671.24
	4	70.5790	790.4851	7,904.85	17,127.18	205,526.12
	5	74.5145	834.5625	8,345.62	18,082.19	216,986.24

Fire Engineer 112 Salary Rate Table Listing - Effective 12/26/2015

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
S-47	1	40.7132	455.9881	4,559.88	9,879.74	118,556.91
	2	42.9834	481.4140	4,814.14	10,430.64	125,167.65
	3	45.3802	508.2577	5,082.58	11,012.25	132,146.99
S-48	1	41.8329	468.5278	4,685.28	10,151.44	121,817.22
	2	44.1654	494.6529	4,946.53	10,717.48	128,609.76
	3	46.6281	522.2347	5,222.35	11,315.09	135,781.03
S-49	1	42.9524	481.0675	4,810.67	10,423.13	125,077.54
	2	45.3475	507.8918	5,078.92	11,004.32	132,051.87
	3	47.8761	536.2118	5,362.12	11,617.92	139,415.08
S-50	1	44.0721	493.6072	4,936.07	10,694.82	128,337.86
	2	46.5296	521.1307	5,211.31	11,291.17	135,493.98
	3	49.1240	550.1889	5,501.89	11,920.76	143,049.12
S-51	1	45.1917	506.1468	5,061.47	10,966.51	131,598.17
	2	47.7116	534.3695	5,343.70	11,578.01	138,936.08
	3	50.3720	564.1660	5,641.66	12,223.60	146,683.17
S-52	1	46.3113	518.6865	5,186.86	11,238.21	134,858.49
	2	48.8936	547.6085	5,476.08	11,864.85	142,378.20
	3	51.6199	578.1431	5,781.43	12,526.43	150,317.20
S-53	1	47.4309	531.2262	5,312.26	11,509.90	138,118.81
	2	50.0756	560.8473	5,608.47	12,151.69	145,820.31
	3	52.8679	592.1202	5,921.20	12,829.27	153,951.24
S-54	1	48.5505	543.7658	5,437.66	11,781.59	141,379.12
	2	51.2577	574.0862	5,740.86	12,438.54	149,262.42
	3	54.1158	606.0972	6,060.97	13,132.11	157,585.28
S-55	1	49.6701	556.3055	5,563.05	12,053.29	144,639.43
	2	52.4397	587.3251	5,873.25	12,725.38	152,704.53
	3	55.3638	620.0743	6,200.74	13,434.94	161,219.33
S-56	1	50.7897	568.8452	5,688.45	12,324.98	147,899.74
	2	53.6218	600.5640	6,005.64	13,012.22	156,146.65
	3	56.6117	634.0514	6,340.51	13,737.78	164,853.37
S-57	1	51.9094	581.3849	5,813.85	12,596.67	151,160.07
	2	54.8038	613.8029	6,138.03	13,299.06	159,588.75
	3	57.8596	648.0285	6,480.28	14,040.62	168,487.40
S-58	1	53.0289	593.9245	5,939.24	12,868.36	154,420.37
	2	55.9859	627.0417	6,270.42	13,585.90	163,030.85
	3	59.1077	662.0056	6,620.06	14,343.46	172,121.46
S-59	1	54.1486	606.4642	6,064.64	13,140.06	157,680.69
	2	57.1679	640.2806	6,402.81	13,872.75	166,472.96
	3	60.3556	675.9827	6,759.83	14,646.29	175,755.49
S-60	1	55.2682	619.0039	6,190.04	13,411.75	160,941.01
	2	58.3499	653.5195	6,535.19	14,159.59	169,915.06
	3	61.6036	689.9598	6,899.60	14,949.13	179,389.55

Fire Captain 112 Salary Rate Table Listing - Effective 12/26/2015

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
A-53	1	47.9195	536.6981	5,366.98	11,628.46	139,541.50
	2	50.5914	566.6243	5,666.24	12,276.86	147,322.33
	3	53.4124	598.2193	5,982.19	12,961.42	155,537.03
A-54	1	49.2372	551.4573	5,514.57	11,948.24	143,378.90
	2	51.9828	582.2065	5,822.07	12,614.48	151,373.70
	3	54.8813	614.6704	6,146.70	13,317.86	159,814.30
A-55	1	50.5550	566.2165	5,662.16	12,268.02	147,216.29
	2	53.3740	597.7887	5,977.89	12,952.09	155,425.07
	3	56.3501	631.1214	6,311.21	13,674.30	164,091.56
A-56	1	51.8729	580.9757	5,809.76	12,587.81	151,053.68
	2	54.7653	613.3709	6,133.71	13,289.70	159,476.44
	3	57.8189	647.5724	6,475.72	14,030.74	168,368.83
A-57	1	53.1906	595.7349	5,957.35	12,907.59	154,891.07
	2	56.1565	628.9530	6,289.53	13,627.32	163,527.79
	3	59.2878	664.0235	6,640.23	14,387.18	172,646.10
A-58	1	54.5084	610.4940	6,104.94	13,227.37	158,728.45
	2	57.5478	644.5352	6,445.35	13,964.93	167,579.15
	3	60.7567	680.4745	6,804.75	14,743.61	176,923.37
A-59	1	55.8262	625.2533	6,252.53	13,547.15	162,565.85
	2	58.9390	660.1173	6,601.17	14,302.54	171,630.51
	3	62.2255	696.9255	6,969.26	15,100.05	181,200.64
A-60	1	57.1439	640.0125	6,400.12	13,866.94	166,403.24
	2	60.3304	675.6996	6,757.00	14,640.16	175,681.90
	3	63.6944	713.3766	7,133.77	15,456.49	185,477.91
A-61	1	58.4618	654.7717	6,547.72	14,186.72	170,240.63
	2	61.7216	691.2817	6,912.82	14,977.77	179,733.25
	3	65.1632	729.8276	7,298.28	15,812.93	189,755.17
A-62	1	59.7796	669.5308	6,695.31	14,506.50	174,078.02
	2	63.1129	706.8639	7,068.64	15,315.38	183,784.61
	3	66.6321	746.2787	7,462.79	16,169.37	194,032.45
A-63	1	61.0973	684.2900	6,842.90	14,826.28	177,915.41
	2	64.5041	722.4460	7,224.46	15,653.00	187,835.96
	3	68.1009	762.7297	7,627.30	16,525.81	198,309.72
A-64	1	62.4151	699.0492	6,990.49	15,146.07	181,752.79
	2	65.8954	738.0283	7,380.28	15,990.61	191,887.35
	3	69.5697	779.1807	7,791.81	16,882.25	202,586.99
A-65	1	63.7329	713.8085	7,138.08	15,465.85	185,590.20
	2	67.2866	753.6104	7,536.10	16,328.23	195,938.70
	3	71.0386	795.6318	7,956.32	17,238.69	206,864.26
A-66	1	65.0507	728.5677	7,285.68	15,785.63	189,427.60
	2	68.6779	769.1926	7,691.93	16,665.84	199,990.07
	3	72.5074	812.0828	8,120.83	17,595.13	211,141.53

Fire Captain 80 Salary Rate Table Listing - Effective 12/26/2015

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
B-53	1	67.0873	536.6981	5,366.98	11,628.46	139,541.50
	2	70.8280	566.6243	5,666.24	12,276.86	147,322.33
	3	74.7774	598.2193	5,982.19	12,961.42	155,537.03
B-54	1	68.9321	551.4573	5,514.57	11,948.24	143,378.90
	2	72.7759	582.2065	5,822.07	12,614.48	151,373.70
	3	76.8338	614.6704	6,146.70	13,317.86	159,814.30
B-55	1	70.7770	566.2165	5,662.16	12,268.02	147,216.29
	2	74.7236	597.7887	5,977.89	12,952.09	155,425.07
	3	78.8901	631.1214	6,311.21	13,674.30	164,091.56
B-56	1	72.6220	580.9757	5,809.76	12,587.81	151,053.68
	2	76.6714	613.3709	6,133.71	13,289.70	159,476.44
	3	80.9465	647.5724	6,475.72	14,030.74	168,368.83
B-57	1	74.4669	595.7349	5,957.35	12,907.59	154,891.07
	2	78.6191	628.9530	6,289.53	13,627.32	163,527.79
	3	83.0029	664.0235	6,640.23	14,387.18	172,646.10
B-58	1	76.3118	610.4940	6,104.94	13,227.37	158,728.45
	2	80.5669	644.5352	6,445.35	13,964.93	167,579.15
	3	85.0594	680.4745	6,804.75	14,743.61	176,923.37
B-59	1	78.1566	625.2533	6,252.53	13,547.15	162,565.85
	2	82.5146	660.1173	6,601.17	14,302.54	171,630.51
	3	87.1158	696.9255	6,969.26	15,100.05	181,200.64
B-60	1	80.0015	640.0125	6,400.12	13,866.94	166,403.24
	2	84.4625	675.6996	6,757.00	14,640.16	175,681.90
	3	89.1721	713.3766	7,133.77	15,456.49	185,477.91
B-61	1	81.8465	654.7717	6,547.72	14,186.72	170,240.63
	2	86.4103	691.2817	6,912.82	14,977.77	179,733.25
	3	91.2285	729.8276	7,298.28	15,812.93	189,755.17
B-62	1	83.6914	669.5308	6,695.31	14,506.50	174,078.02
	2	88.3580	706.8639	7,068.64	15,315.38	183,784.61
	3	93.2849	746.2787	7,462.79	16,169.37	194,032.45
B-63	1	85.5363	684.2900	6,842.90	14,826.28	177,915.41
	2	90.3058	722.4460	7,224.46	15,653.00	187,835.96
	3	95.3413	762.7297	7,627.30	16,525.81	198,309.72
B-64	1	87.3811	699.0492	6,990.49	15,146.07	181,752.79
	2	92.2535	738.0283	7,380.28	15,990.61	191,887.35
	3	97.3976	779.1807	7,791.81	16,882.25	202,586.99
B-65	1	89.2260	713.8085	7,138.08	15,465.85	185,590.20
	2	94.2013	753.6104	7,536.10	16,328.23	195,938.70
	3	99.4540	795.6318	7,956.32	17,238.69	206,864.26
B-66	1	91.0710	728.5677	7,285.68	15,785.63	189,427.60
	2	96.1491	769.1926	7,691.93	16,665.84	199,990.07
	3	101.5104	812.0828	8,120.83	17,595.13	211,141.53

Fire Battalion Chief 112 Salary Rate Table Listing - Effective 12/26/2015

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
K-55	1	50.6009	566.7298	5,667.30	12,279.15	147,349.75
	2	53.4224	598.3306	5,983.31	12,963.83	155,565.96
	3	56.4013	631.6935	6,316.94	13,686.69	164,240.32
	4	59.5462	666.9168	6,669.17	14,449.86	173,398.36
	5	62.8664	704.1041	7,041.04	15,255.59	183,067.06
K-56	1	51.9924	582.3148	5,823.15	12,616.82	151,401.86
	2	54.8915	614.7847	6,147.85	13,320.34	159,844.03
	3	57.9522	649.0651	6,490.65	14,063.08	168,756.93
	4	61.1837	685.2570	6,852.57	14,847.23	178,166.81
	5	64.5953	723.4669	7,234.67	15,675.12	188,101.40
K-57	1	53.3839	597.8999	5,979.00	12,954.50	155,453.98
	2	56.3606	631.2389	6,312.39	13,676.84	164,122.11
	3	59.5033	666.4367	6,664.37	14,439.46	173,273.55
	4	62.8212	703.5972	7,035.97	15,244.61	182,935.28
	5	66.3241	742.8298	7,428.30	16,094.65	193,135.75
K-58	1	54.7754	613.4850	6,134.85	13,292.18	159,506.10
	2	57.8297	647.6929	6,476.93	14,033.35	168,400.15
	3	61.0543	683.8083	6,838.08	14,815.85	177,790.15
	4	64.4587	721.9375	7,219.37	15,641.98	187,703.74
	5	68.0529	762.1927	7,621.93	16,514.18	198,170.10
K-59	1	56.1670	629.0700	6,290.70	13,629.85	163,558.21
	2	59.2988	664.1470	6,641.47	14,389.85	172,678.22
	3	62.6054	701.1798	7,011.80	15,192.23	182,306.75
	4	66.0963	740.2776	7,402.78	16,039.35	192,472.17
	5	69.7818	781.5555	7,815.56	16,933.70	203,204.44
K-60	1	57.5585	644.6552	6,446.55	13,967.53	167,610.34
	2	60.7679	680.6011	6,806.01	14,746.36	176,956.28
	3	64.1563	718.5514	7,185.51	15,568.61	186,823.37
	4	67.7338	758.6178	7,586.18	16,436.72	197,240.63
	5	71.5105	800.9183	8,009.18	17,353.23	208,238.77
K-61	1	58.9500	660.2402	6,602.40	14,305.20	171,662.45
	2	62.2371	697.0552	6,970.55	15,102.86	181,234.36
	3	65.7074	735.9230	7,359.23	15,945.00	191,339.97
	4	69.3713	776.9581	7,769.58	16,834.09	202,009.10
	5	73.2394	820.2812	8,202.81	17,772.76	213,273.12
K-62	1	60.3415	675.8253	6,758.25	14,642.88	175,714.57
	2	63.7062	713.5093	7,135.09	15,459.37	185,512.41
	3	67.2585	753.2945	7,532.95	16,321.38	195,856.58
	4	71.0088	795.2982	7,952.98	17,231.46	206,777.54
	5	74.9682	839.6441	8,396.44	18,192.29	218,307.46
K-63	1	61.7330	691.4103	6,914.10	14,980.56	179,766.69
	2	65.1753	729.9634	7,299.63	15,815.87	189,790.48
	3	68.8095	770.6662	7,706.66	16,697.77	200,373.20
	4	72.6463	813.6385	8,136.38	17,628.83	211,546.00
	5	76.6971	859.0070	8,590.07	18,611.82	223,341.81
K-64	1	63.1246	706.9954	7,069.95	15,318.23	183,818.80

Fire Battalion Chief 112 Salary Rate Table Listing - Effective 12/26/2015

	2	66.6444	746.4174	7,464.17	16,172.38	194,068.53
	3	70.3605	788.0377	7,880.38	17,074.15	204,889.80
	4	74.2838	831.9787	8,319.79	18,026.21	216,314.47
	5	78.4259	878.3698	8,783.70	19,031.35	228,376.14
K-65	1	64.5161	722.5805	7,225.80	15,655.91	187,870.92
	2	68.1136	762.8716	7,628.72	16,528.89	198,346.62
	3	71.9115	805.4093	8,054.09	17,450.53	209,406.41
	4	75.9213	850.3189	8,503.19	18,423.58	221,082.92
	5	80.1547	897.7327	8,977.33	19,450.87	233,410.49
K-66	1	65.9077	738.1655	7,381.66	15,993.59	191,923.04
	2	69.5827	779.3256	7,793.26	16,885.39	202,624.66
	3	73.4626	822.7808	8,227.81	17,826.92	213,923.02
	4	77.5588	868.6591	8,686.59	18,820.95	225,851.36
	5	81.8836	917.0955	9,170.96	19,870.40	238,444.84
K-67	1	67.2992	753.7506	7,537.51	16,331.26	195,975.15
	2	71.0518	795.7798	7,957.80	17,241.90	206,902.74
	3	75.0136	840.1524	8,401.52	18,203.30	218,439.63
	4	79.1963	886.9993	8,869.99	19,218.32	230,619.82
	5	83.6123	936.4584	9,364.58	20,289.93	243,479.19
K-68	1	68.6907	769.3357	7,693.36	16,668.94	200,027.28
	2	72.5209	812.2338	8,122.34	17,598.40	211,180.80
	3	76.5646	857.5240	8,575.24	18,579.69	222,956.24
	4	80.8339	905.3396	9,053.40	19,615.69	235,388.29
	5	85.3412	955.8212	9,558.21	20,709.46	248,513.52

Fire Battalion Chief 80 Salary Rate Table Listing - Effective 12/26/2015

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
I-55	1	70.8413	566.7298	5,667.30	12,279.15	147,349.75
	2	74.7914	598.3306	5,983.31	12,963.83	155,565.96
	3	78.9618	631.6935	6,316.94	13,686.69	164,240.32
	4	83.3646	666.9168	6,669.17	14,449.86	173,398.36
	5	88.0130	704.1041	7,041.04	15,255.59	183,067.06
I-56	1	72.7894	582.3148	5,823.15	12,616.82	151,401.86
	2	76.8481	614.7847	6,147.85	13,320.34	159,844.03
	3	81.1331	649.0651	6,490.65	14,063.08	168,756.93
	4	85.6571	685.2570	6,852.57	14,847.23	178,166.81
	5	90.4334	723.4669	7,234.67	15,675.12	188,101.40
I-57	1	74.7375	597.8999	5,979.00	12,954.50	155,453.98
	2	78.9049	631.2389	6,312.39	13,676.84	164,122.11
	3	83.3046	666.4367	6,664.37	14,439.46	173,273.55
	4	87.9496	703.5972	7,035.97	15,244.61	182,935.28
	5	92.8538	742.8298	7,428.30	16,094.65	193,135.75
I-58	1	76.6856	613.4850	6,134.85	13,292.18	159,506.10
	2	80.9616	647.6929	6,476.93	14,033.35	168,400.15
	3	85.4760	683.8083	6,838.08	14,815.85	177,790.15
	4	90.2421	721.9375	7,219.37	15,641.98	187,703.74
	5	95.2741	762.1927	7,621.93	16,514.18	198,170.10
I-59	1	78.6338	629.0700	6,290.70	13,629.85	163,558.21
	2	83.0184	664.1470	6,641.47	14,389.85	172,678.22
	3	87.6475	701.1798	7,011.80	15,192.23	182,306.75
	4	92.5348	740.2776	7,402.78	16,039.35	192,472.17
	5	97.6945	781.5555	7,815.56	16,933.70	203,204.44
I-60	1	80.5819	644.6552	6,446.55	13,967.53	167,610.34
	2	85.0751	680.6011	6,806.01	14,746.36	176,956.28
	3	89.8189	718.5514	7,185.51	15,568.61	186,823.37
	4	94.8273	758.6178	7,586.18	16,436.72	197,240.63
	5	100.1148	800.9183	8,009.18	17,353.23	208,238.77
I-61	1	82.5300	660.2402	6,602.40	14,305.20	171,662.45
	2	87.1319	697.0552	6,970.55	15,102.86	181,234.36
	3	91.9904	735.9230	7,359.23	15,945.00	191,339.97
	4	97.1198	776.9581	7,769.58	16,834.09	202,009.10
	5	102.5351	820.2812	8,202.81	17,772.76	213,273.12
I-62	1	84.4781	675.8253	6,758.25	14,642.88	175,714.57
	2	89.1886	713.5093	7,135.09	15,459.37	185,512.41
	3	94.1619	753.2945	7,532.95	16,321.38	195,856.58
	4	99.4123	795.2982	7,952.98	17,231.46	206,777.54
	5	104.9555	839.6441	8,396.44	18,192.29	218,307.46
I-63	1	86.4263	691.4103	6,914.10	14,980.56	179,766.69
	2	91.2454	729.9634	7,299.63	15,815.87	189,790.48
	3	96.3333	770.6662	7,706.66	16,697.77	200,373.20
	4	101.7048	813.6385	8,136.38	17,628.83	211,546.00
	5	107.3759	859.0070	8,590.07	18,611.82	223,341.81
I-64	1	88.3744	706.9954	7,069.95	15,318.23	183,818.80

Fire Battalion Chief 80 Salary Rate Table Listing - Effective 12/26/2015

	2	93.3021	746.4174	7,464.17	16,172.38	194,068.53
	3	98.5048	788.0377	7,880.38	17,074.15	204,889.80
	4	103.9974	831.9787	8,319.79	18,026.21	216,314.47
	5	109.7963	878.3698	8,783.70	19,031.35	228,376.14
I-65	1	90.3225	722.5805	7,225.80	15,655.91	187,870.92
	2	95.3590	762.8716	7,628.72	16,528.89	198,346.62
	3	100.6761	805.4093	8,054.09	17,450.53	209,406.41
	4	106.2899	850.3189	8,503.19	18,423.58	221,082.92
	5	112.2166	897.7327	8,977.33	19,450.87	233,410.49
I-66	1	92.2708	738.1655	7,381.66	15,993.59	191,923.04
	2	97.4158	779.3256	7,793.26	16,885.39	202,624.66
	3	102.8476	822.7808	8,227.81	17,826.92	213,923.02
	4	108.5824	868.6591	8,686.59	18,820.95	225,851.36
	5	114.6370	917.0955	9,170.96	19,870.40	238,444.84
I-67	1	94.2189	753.7506	7,537.51	16,331.26	195,975.15
	2	99.4725	795.7797	7,957.80	17,241.89	206,902.73
	3	105.0190	840.1524	8,401.52	18,203.30	218,439.63
	4	110.8749	886.9993	8,869.99	19,218.32	230,619.82
	5	117.0573	936.4584	9,364.58	20,289.93	243,479.19
I-68	1	96.1670	769.3357	7,693.36	16,668.94	200,027.28
	2	101.5293	812.2338	8,122.34	17,598.40	211,180.80
	3	107.1905	857.5240	8,575.24	18,579.69	222,956.24
	4	113.1675	905.3396	9,053.40	19,615.69	235,388.29
	5	119.4776	955.8212	9,558.21	20,709.46	248,513.52

SWORN FIRE SALARY SCHEDULE

Effective October 1, 2016

<u>PAC #</u>	<u>CLASSIFICATION</u>	<u>SALARY SCHEDULE</u>	<u>MONTHLY SALARY RANGE</u>
NON-MANAGEMENT			
2530	FIREFIGHTER	F-35	\$ 7,681 - \$ 9,543
2540	FIREFIGHTER PARAMEDIC	Y-35	\$ 8,797 - \$ 10,930
2520	FIRE ENGINEER	S-47	\$ 10,077 - \$ 11,232
2510/2515	FIRE CAPTAIN (112/80)	A-53/B-53	\$ 11,861 - \$ 13,221
MANAGEMENT			
2500/2505	FIRE BATTALION CHIEF (112/80)	K-55/I-55	\$ 12,525 - \$ 15,561

Firefighter 112 Salary Rate Table Listing - Effective 10/1/2016

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
F-35	1	31.6540	354.5249	3,545.25	7,681.37	92,176.48
	2	33.4190	374.2933	3,742.93	8,109.69	97,316.25
	3	35.2825	395.1639	3,951.64	8,561.88	102,742.61
	4	37.2498	417.1982	4,171.98	9,039.30	108,471.54
	5	39.3269	440.4612	4,404.61	9,543.33	114,519.92
F-36	1	32.5245	364.2745	3,642.74	7,892.61	94,711.36
	2	34.3380	384.5863	3,845.86	8,332.70	99,992.45
	3	36.2528	406.0308	4,060.31	8,797.34	105,568.02
	4	38.2742	428.6712	4,286.71	9,287.88	111,454.50
	5	40.4084	452.5739	4,525.74	9,805.77	117,669.21
F-37	1	33.3950	374.0239	3,740.24	8,103.85	97,246.21
	2	35.2571	394.8793	3,948.79	8,555.72	102,668.63
	3	37.2230	416.8978	4,168.98	9,032.79	108,393.44
	4	39.2986	440.1441	4,401.44	9,536.46	114,437.46
	5	41.4899	464.6865	4,646.87	10,068.21	120,818.49
F-38	1	34.2654	383.7733	3,837.73	8,315.09	99,781.06
	2	36.1762	405.1725	4,051.73	8,778.74	105,344.86
	3	38.1933	427.7648	4,277.65	9,268.24	111,218.86
	4	40.3229	451.6171	4,516.17	9,785.04	117,420.44
	5	42.5713	476.7993	4,767.99	10,330.65	123,967.81
F-39	1	35.1360	393.5227	3,935.23	8,526.33	102,315.90
	2	37.0952	415.4656	4,154.66	9,001.75	108,021.05
	3	39.1636	438.6319	4,386.32	9,503.69	114,044.29
	4	41.3473	463.0900	4,630.90	10,033.62	120,403.40
	5	43.6529	488.9119	4,889.12	10,593.09	127,117.09
F-40	1	36.0064	403.2722	4,032.72	8,737.56	104,850.77
	2	38.0142	425.7586	4,257.59	9,224.77	110,697.23
	3	40.1338	449.4989	4,494.99	9,739.14	116,869.71
	4	42.3717	474.5629	4,745.63	10,282.20	123,386.36
	5	44.7344	501.0246	5,010.25	10,855.53	130,266.40
F-41	1	36.8770	413.0216	4,130.22	8,948.80	107,385.62
	2	38.9332	436.0517	4,360.52	9,447.79	113,373.44
	3	41.1041	460.3659	4,603.66	9,974.59	119,695.13
	4	43.3961	486.0359	4,860.36	10,530.78	126,369.34
	5	45.8158	513.1373	5,131.37	11,117.98	133,415.70
F-42	1	37.7474	422.7710	4,227.71	9,160.04	109,920.47
	2	39.8522	446.3447	4,463.45	9,670.80	116,049.63
	3	42.0744	471.2328	4,712.33	10,210.05	122,520.54
	4	44.4204	497.5089	4,975.09	10,779.36	129,352.31
	5	46.8973	525.2499	5,252.50	11,380.42	136,564.98
F-43	1	38.6179	432.5205	4,325.20	9,371.28	112,455.32
	2	40.7713	456.6378	4,566.38	9,893.82	118,725.84
	3	43.0446	482.0999	4,821.00	10,445.50	125,345.98
	4	45.4448	508.9818	5,089.82	11,027.94	132,335.27
	5	47.9788	537.3627	5,373.63	11,642.86	139,714.30
F-44	1	39.4884	442.2699	4,422.70	9,582.52	114,990.18

Firefighter 112 Salary Rate Table Listing - Effective 10/1/2016

	2	41.6903	466.9308	4,669.31	10,116.84	121,402.02
	3	44.0149	492.9669	4,929.67	10,680.95	128,171.39
	4	46.4692	520.4548	5,204.55	11,276.52	135,318.24
	5	49.0603	549.4754	5,494.75	11,905.30	142,863.60
F-45	1	40.3588	452.0193	4,520.19	9,793.75	117,525.03
	2	42.6093	477.2239	4,772.24	10,339.85	124,078.22
	3	44.9852	503.8339	5,038.34	10,916.40	130,996.82
	4	47.4936	531.9277	5,319.28	11,525.10	138,301.20
	5	50.1418	561.5880	5,615.88	12,167.74	146,012.88
F-46	1	41.2294	461.7688	4,617.69	10,004.99	120,059.88
	2	43.5283	487.5170	4,875.17	10,562.87	126,754.42
	3	45.9554	514.7010	5,147.01	11,151.86	133,822.26
	4	48.5179	543.4007	5,434.01	11,773.68	141,284.19
	5	51.2233	573.7007	5,737.01	12,430.18	149,162.17
F-47	1	42.0998	471.5182	4,715.18	10,216.23	122,594.73
	2	44.4473	497.8101	4,978.10	10,785.89	129,430.62
	3	46.9257	525.5680	5,255.68	11,387.31	136,647.67
	4	49.5423	554.8737	5,548.74	12,022.26	144,267.15
	5	52.3047	585.8134	5,858.13	12,692.62	152,311.49
F-48	1	42.9704	481.2677	4,812.68	10,427.47	125,129.59
	2	45.3663	508.1032	5,081.03	11,008.90	132,106.82
	3	47.8960	536.4350	5,364.35	11,622.76	139,473.10
	4	50.5667	566.3466	5,663.47	12,270.84	147,250.11
	5	53.3863	597.9260	5,979.26	12,955.06	155,460.77
F-49	1	43.8408	491.0171	4,910.17	10,638.70	127,664.44
	2	46.2854	518.3962	5,183.96	11,231.92	134,783.01
	3	48.8663	547.3020	5,473.02	11,858.21	142,298.51
	4	51.5911	577.8195	5,778.20	12,519.42	150,233.08
	5	54.4678	610.0387	6,100.39	13,217.51	158,610.06
F-50	1	44.7113	500.7665	5,007.67	10,849.94	130,199.30
	2	47.2044	528.6893	5,286.89	11,454.94	137,459.22
	3	49.8365	558.1690	5,581.69	12,093.66	145,123.94
	4	52.6154	589.2925	5,892.92	12,768.00	153,216.05
	5	55.5492	622.1515	6,221.51	13,479.95	161,759.38
F-51	1	45.5818	510.5160	5,105.16	11,061.18	132,734.16
	2	48.1234	538.9823	5,389.82	11,677.95	140,135.40
	3	50.8068	569.0360	5,690.36	12,329.11	147,949.36
	4	53.6397	600.7655	6,007.65	13,016.59	156,199.02
	5	56.6307	634.2641	6,342.64	13,742.39	164,908.66
F-52	1	46.4522	520.2654	5,202.65	11,272.42	135,269.00
	2	49.0424	549.2754	5,492.75	11,900.97	142,811.61
	3	51.7771	579.9030	5,799.03	12,564.57	150,774.78
	4	54.6641	612.2384	6,122.38	13,265.17	159,181.99
	5	57.7122	646.3767	6,463.77	14,004.83	168,057.95
F-53	1	47.3228	530.0149	5,300.15	11,483.66	137,803.87
	2	49.9614	559.5684	5,595.68	12,123.98	145,487.78
	3	52.7473	590.7700	5,907.70	12,800.02	153,600.19

Firefighter 112 Salary Rate Table Listing - Effective 10/1/2016

	4	55.6885	623.7113	6,237.11	13,513.74	162,164.93
	5	58.7937	658.4895	6,584.89	14,267.27	171,207.27
F-54	1	48.1932	539.7643	5,397.64	11,694.89	140,338.71
	2	50.8805	569.8615	5,698.62	12,347.00	148,164.00
	3	53.7176	601.6370	6,016.37	13,035.47	156,425.63
	4	56.7129	635.1842	6,351.84	13,762.33	165,147.90
	5	59.8752	670.6022	6,706.02	14,529.71	174,356.56
F-55	1	49.0638	549.5137	5,495.14	11,906.13	142,873.56
	2	51.7996	580.1546	5,801.55	12,570.02	150,840.20
	3	54.6879	612.5040	6,125.04	13,270.92	159,251.04
	4	57.7372	646.6572	6,466.57	14,010.91	168,130.88
	5	60.9567	682.7149	6,827.15	14,792.16	177,505.87
F-56	1	49.9342	559.2632	5,592.63	12,117.37	145,408.42
	2	52.7186	590.4477	5,904.48	12,793.03	153,516.39
	3	55.6581	623.3710	6,233.71	13,506.37	162,076.46
	4	58.7616	658.1302	6,581.30	14,259.49	171,113.84
	5	62.0382	694.8275	6,948.28	15,054.60	180,655.16
F-57	1	50.8047	569.0126	5,690.13	12,328.61	147,943.28
	2	53.6376	600.7407	6,007.41	13,016.05	156,192.59
	3	56.6284	634.2380	6,342.38	13,741.82	164,901.89
	4	59.7860	669.6031	6,696.03	14,508.07	174,096.81
	5	63.1196	706.9402	7,069.40	15,317.04	183,804.44
F-58	1	51.6752	578.7620	5,787.62	12,539.84	150,478.12
	2	54.5566	611.0338	6,110.34	13,239.07	158,868.78
	3	57.5987	645.1050	6,451.05	13,977.28	167,727.31
	4	60.8104	681.0761	6,810.76	14,756.65	177,079.79
	5	64.2012	719.0529	7,190.53	15,579.48	186,953.76
F-59	1	52.5456	588.5115	5,885.11	12,751.08	153,012.98
	2	55.4756	621.3269	6,213.27	13,462.08	161,544.99
	3	58.5689	655.9720	6,559.72	14,212.73	170,552.73
	4	61.8347	692.5490	6,925.49	15,005.23	180,062.74
	5	65.2827	731.1656	7,311.66	15,841.92	190,103.06
F-60	1	53.4162	598.2609	5,982.61	12,962.32	155,547.84
	2	56.3946	631.6199	6,316.20	13,685.10	164,221.17
	3	59.5392	666.8390	6,668.39	14,448.18	173,378.15
	4	62.8591	704.0220	7,040.22	15,253.81	183,045.71
	5	66.3641	743.2782	7,432.78	16,104.36	193,252.34

Firefighter Paramedic 112 Salary Rate Table Listing - Effective 10/01/2016

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
Y-35	1	36.2524	406.0265	4,060.27	8,797.24	105,566.90
	2	38.2738	428.6666	4,286.67	9,287.78	111,453.31
	3	40.4079	452.5690	4,525.69	9,805.66	117,667.95
	4	42.6611	477.8043	4,778.04	10,352.43	124,229.12
	5	45.0399	504.4467	5,044.47	10,929.68	131,156.13
Y-36	1	37.2493	417.1923	4,171.92	9,039.17	108,469.99
	2	39.3263	440.4550	4,404.55	9,543.19	114,518.29
	3	41.5192	465.0147	4,650.15	10,075.32	120,903.81
	4	43.8343	490.9439	4,909.44	10,637.12	127,645.41
	5	46.2785	518.3190	5,183.19	11,230.24	134,762.93
Y-37	1	38.2463	428.3581	4,283.58	9,281.09	111,373.10
	2	40.3788	452.2432	4,522.43	9,798.60	117,583.24
	3	42.6304	477.4603	4,774.60	10,344.97	124,139.68
	4	45.0075	504.0835	5,040.84	10,921.81	131,061.72
	5	47.5171	532.1913	5,321.91	11,530.81	138,369.74
Y-38	1	39.2432	439.5237	4,395.24	9,523.01	114,276.17
	2	41.4314	464.0316	4,640.32	10,054.02	120,648.22
	3	43.7416	489.9060	4,899.06	10,614.63	127,375.57
	4	46.1806	517.2231	5,172.23	11,206.50	134,478.01
	5	48.7557	546.0635	5,460.64	11,831.38	141,976.52
Y-39	1	40.2402	450.6895	4,506.90	9,764.94	117,179.27
	2	42.4839	475.8200	4,758.20	10,309.43	123,713.19
	3	44.8529	502.3517	5,023.52	10,884.29	130,611.43
	4	47.3538	530.3628	5,303.63	11,491.19	137,894.32
	5	49.9943	559.9357	5,599.36	12,131.94	145,583.29
Y-40	1	41.2371	461.8552	4,618.55	10,006.86	120,082.35
	2	43.5364	487.6082	4,876.08	10,564.85	126,778.14
	3	45.9640	514.7973	5,147.97	11,153.94	133,847.31
	4	48.5270	543.5025	5,435.02	11,775.89	141,310.64
	5	51.2329	573.8081	5,738.08	12,432.51	149,190.10
Y-41	1	42.2340	473.0210	4,730.21	10,248.79	122,985.45
	2	44.5890	499.3966	4,993.97	10,820.26	129,843.11
	3	47.0753	527.2430	5,272.43	11,423.60	137,083.17
	4	49.7002	556.6420	5,566.42	12,060.58	144,726.92
	5	52.4714	587.6803	5,876.80	12,733.07	152,796.89
Y-42	1	43.2310	484.1867	4,841.87	10,490.71	125,888.54
	2	45.6415	511.1849	5,111.85	11,075.67	132,908.08
	3	48.1865	539.6886	5,396.89	11,693.25	140,319.03
	4	50.8734	569.7816	5,697.82	12,345.27	148,143.22
	5	53.7101	601.5527	6,015.53	13,033.64	156,403.69
Y-43	1	44.2279	495.3524	4,953.52	10,732.64	128,791.62
	2	46.6940	522.9733	5,229.73	11,331.09	135,973.05
	3	49.2977	552.1342	5,521.34	11,962.91	143,554.90
	4	52.0465	582.9213	5,829.21	12,629.96	151,559.53
	5	54.9487	615.4249	6,154.25	13,334.21	160,010.47
Y-44	1	45.2248	506.5182	5,065.18	10,974.56	131,694.72

Firefighter Paramedic 112 Salary Rate Table Listing - Effective 10/01/2016

	2	47.7466	534.7616	5,347.62	11,586.50	139,038.02
	3	50.4089	564.5799	5,645.80	12,232.56	146,790.77
	4	53.2197	596.0608	5,960.61	12,914.65	154,975.82
	5	56.1872	629.2972	6,292.97	13,634.77	163,617.27
Y-45	1	46.2218	517.6838	5,176.84	11,216.48	134,597.80
	2	48.7991	546.5499	5,465.50	11,841.91	142,102.97
	3	51.5201	577.0255	5,770.25	12,502.22	150,026.63
	4	54.3929	609.2005	6,092.00	13,199.34	158,392.13
	5	57.4259	643.1695	6,431.70	13,935.34	167,224.07
Y-46	1	47.2188	528.8496	5,288.50	11,458.41	137,500.89
	2	49.8516	558.3382	5,583.38	12,097.33	145,167.94
	3	52.6313	589.4712	5,894.71	12,771.88	153,262.52
	4	55.5661	622.3401	6,223.40	13,484.04	161,808.42
	5	58.6645	657.0418	6,570.42	14,235.91	170,830.86
Y-47	1	48.2156	540.0153	5,400.15	11,700.33	140,403.98
	2	50.9042	570.1265	5,701.27	12,352.74	148,232.90
	3	53.7426	601.9168	6,019.17	13,041.53	156,498.38
	4	56.7393	635.4797	6,354.80	13,768.73	165,224.72
	5	59.9030	670.9140	6,709.14	14,536.47	174,437.65
Y-48	1	49.2126	551.1810	5,511.81	11,942.26	143,307.07
	2	51.9567	581.9150	5,819.15	12,608.16	151,297.89
	3	54.8538	614.3625	6,143.63	13,311.19	159,734.25
	4	57.9124	648.6193	6,486.19	14,053.42	168,641.03
	5	61.1416	684.7863	6,847.86	14,837.04	178,044.45
Y-49	1	50.2096	562.3468	5,623.47	12,184.18	146,210.17
	2	53.0092	593.7033	5,937.03	12,863.57	154,362.85
	3	55.9650	626.8082	6,268.08	13,580.84	162,970.12
	4	59.0856	661.7589	6,617.59	14,338.11	172,057.32
	5	62.3803	698.6587	6,986.59	15,137.60	181,651.25
Y-50	1	51.2065	573.5125	5,735.13	12,426.11	149,113.26
	2	54.0618	605.4915	6,054.92	13,118.98	157,427.80
	3	57.0763	639.2538	6,392.54	13,850.50	166,205.98
	4	60.2588	674.8986	6,748.99	14,622.80	175,473.63
	5	63.6188	712.5309	7,125.31	15,438.17	185,258.04
Y-51	1	52.2034	584.6782	5,846.78	12,668.03	152,016.34
	2	55.1143	617.2799	6,172.80	13,374.40	160,492.78
	3	58.1874	651.6994	6,516.99	14,120.15	169,441.85
	4	61.4320	688.0382	6,880.38	14,907.50	178,889.94
	5	64.8574	726.4032	7,264.03	15,738.74	188,864.83
Y-52	1	53.2004	595.8440	5,958.44	12,909.95	154,919.44
	2	56.1668	629.0682	6,290.68	13,629.81	163,557.73
	3	59.2987	664.1451	6,641.45	14,389.81	172,677.72
	4	62.6052	701.1778	7,011.78	15,192.19	182,306.22
	5	66.0960	740.2755	7,402.75	16,039.30	192,471.62
Y-53	1	54.1973	607.0097	6,070.10	13,151.88	157,822.52
	2	57.2194	640.8566	6,408.57	13,885.23	166,622.71
	3	60.4099	676.5908	6,765.91	14,659.47	175,913.60

Firefighter Paramedic 112 Salary Rate Table Listing - Effective 10/01/2016

	4	63.7783	714.3175	7,143.17	15,476.88	185,722.54
	5	67.3346	754.1477	7,541.48	16,339.87	196,078.40
Y-54	1	55.1942	618.1755	6,181.75	13,393.80	160,725.62
	2	58.2719	652.6449	6,526.45	14,140.64	169,687.67
	3	61.5211	689.0363	6,890.36	14,929.12	179,149.45
	4	64.9515	727.4570	7,274.57	15,761.57	189,138.83
	5	68.5732	768.0200	7,680.20	16,640.43	199,685.21
Y-55	1	56.1912	629.3412	6,293.41	13,635.73	163,628.70
	2	59.3244	664.4332	6,644.33	14,396.05	172,752.64
	3	62.6323	701.4820	7,014.82	15,198.78	182,385.33
	4	66.1247	740.5967	7,405.97	16,046.26	192,555.15
	5	69.8118	781.8923	7,818.92	16,941.00	203,291.99
Y-56	1	57.1881	640.5069	6,405.07	13,877.65	166,531.79
	2	60.3770	676.2215	6,762.22	14,651.47	175,817.60
	3	63.7436	713.9277	7,139.28	15,468.43	185,621.19
	4	67.2979	753.7363	7,537.36	16,330.95	195,971.44
	5	71.0504	795.7646	7,957.65	17,241.57	206,898.79
Y-57	1	58.1851	651.6727	6,516.73	14,119.57	169,434.89
	2	61.4295	688.0098	6,880.10	14,906.88	178,882.56
	3	64.8547	726.3733	7,263.73	15,738.09	188,857.07
	4	68.4711	766.8759	7,668.76	16,615.65	199,387.74
	5	72.2890	809.6369	8,096.37	17,542.13	210,505.59
Y-58	1	59.1820	662.8383	6,628.38	14,361.50	172,337.96
	2	62.4820	699.7983	6,997.98	15,162.30	181,947.55
	3	65.9660	738.8190	7,388.19	16,007.75	192,092.94
	4	69.6443	780.0155	7,800.16	16,900.34	202,804.04
	5	73.5276	823.5092	8,235.09	17,842.70	214,112.38
Y-59	1	60.1789	674.0041	6,740.04	14,603.42	175,241.07
	2	63.5346	711.5865	7,115.87	15,417.71	185,012.50
	3	67.0772	751.2647	7,512.65	16,277.40	195,328.81
	4	70.8174	793.1552	7,931.55	17,185.03	206,220.34
	5	74.7662	837.3814	8,373.81	18,143.26	217,719.16
Y-60	1	61.1759	685.1698	6,851.70	14,845.35	178,144.14
	2	64.5871	723.3748	7,233.75	15,673.12	188,077.46
	3	68.1884	763.7102	7,637.10	16,547.06	198,564.66
	4	71.9906	806.2948	8,062.95	17,469.72	209,636.64
	5	76.0048	851.2537	8,512.54	18,443.83	221,325.96

Fire Engineer 112 Salary Rate Table Listing - Effective 10/01/2016

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
S-47	1	41.5275	465.1079	4,651.08	10,077.34	120,928.05
	2	43.8430	491.0423	4,910.42	10,639.25	127,671.00
	3	46.2878	518.4228	5,184.23	11,232.49	134,789.93
S-48	1	42.6695	477.8983	4,778.98	10,354.46	124,253.56
	2	45.0488	504.5460	5,045.46	10,931.83	131,181.96
	3	47.5606	532.6794	5,326.79	11,541.39	138,496.65
S-49	1	43.8115	490.6888	4,906.89	10,631.59	127,579.09
	2	46.2545	518.0497	5,180.50	11,224.41	134,692.91
	3	48.8336	546.9361	5,469.36	11,850.28	142,203.38
S-50	1	44.9535	503.4793	5,034.79	10,908.72	130,904.62
	2	47.4601	531.5533	5,315.53	11,516.99	138,203.86
	3	50.1065	561.1927	5,611.93	12,159.18	145,910.10
S-51	1	46.0955	516.2697	5,162.70	11,185.84	134,230.13
	2	48.6658	545.0569	5,450.57	11,809.57	141,714.80
	3	51.3794	575.4493	5,754.49	12,468.07	149,616.83
S-52	1	47.2375	529.0602	5,290.60	11,462.97	137,555.66
	2	49.8715	558.5606	5,585.61	12,102.15	145,225.76
	3	52.6523	589.7059	5,897.06	12,776.96	153,323.54
S-53	1	48.3796	541.8507	5,418.51	11,740.10	140,881.19
	2	51.0771	572.0643	5,720.64	12,394.73	148,736.72
	3	53.9253	603.9625	6,039.63	13,085.86	157,030.26
S-54	1	49.5215	554.6412	5,546.41	12,017.23	144,206.70
	2	52.2829	585.5680	5,855.68	12,687.31	152,247.67
	3	55.1981	618.2192	6,182.19	13,394.75	160,736.99
S-55	1	50.6636	567.4316	5,674.32	12,294.35	147,532.22
	2	53.4886	599.0716	5,990.72	12,979.89	155,758.62
	3	56.4711	632.4758	6,324.76	13,703.64	164,443.72
S-56	1	51.8055	580.2220	5,802.22	12,571.48	150,857.73
	2	54.6942	612.5753	6,125.75	13,272.47	159,269.58
	3	57.7439	646.7325	6,467.32	14,012.54	168,150.44
S-57	1	52.9476	593.0126	5,930.13	12,848.61	154,183.27
	2	55.8999	626.0790	6,260.79	13,565.04	162,780.53
	3	59.0169	660.9890	6,609.89	14,321.43	171,857.15
S-58	1	54.0896	605.8030	6,058.03	13,125.73	157,508.78
	2	57.1056	639.5826	6,395.83	13,857.62	166,291.47
	3	60.2898	675.2457	6,752.46	14,630.32	175,563.89
S-59	1	55.2315	618.5935	6,185.93	13,402.86	160,834.30
	2	58.3113	653.0862	6,530.86	14,150.20	169,802.42
	3	61.5627	689.5023	6,895.02	14,939.22	179,270.60
S-60	1	56.3736	631.3840	6,313.84	13,679.99	164,159.83
	2	59.5170	666.5898	6,665.90	14,442.78	173,313.36
	3	62.8356	703.7590	7,037.59	15,248.11	182,977.34

Fire Captain 112 Salary Rate Table Listing - Effective 10/01/2016

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
A-53	1	48.8779	547.4320	5,474.32	11,861.03	142,332.33
	2	51.6033	577.9568	5,779.57	12,522.40	150,268.78
	3	54.4807	610.1837	6,101.84	13,220.65	158,647.77
A-54	1	50.2220	562.4865	5,624.86	12,187.21	146,246.48
	2	53.0224	593.8507	5,938.51	12,866.76	154,401.17
	3	55.9789	626.9638	6,269.64	13,584.22	163,010.59
A-55	1	51.5662	577.5408	5,775.41	12,513.39	150,160.62
	2	54.4415	609.7445	6,097.45	13,211.13	158,533.57
	3	57.4771	643.7438	6,437.44	13,947.78	167,373.39
A-56	1	52.9103	592.5952	5,925.95	12,839.56	154,074.75
	2	55.8605	625.6383	6,256.38	13,555.50	162,665.97
	3	58.9754	660.5239	6,605.24	14,311.35	171,736.21
A-57	1	54.2545	607.6496	6,076.50	13,165.74	157,988.89
	2	57.2796	641.5321	6,415.32	13,899.86	166,798.35
	3	60.4736	677.3039	6,773.04	14,674.92	176,099.02
A-58	1	55.5986	622.7039	6,227.04	13,491.92	161,903.02
	2	58.6988	657.4259	6,574.26	14,244.23	170,930.73
	3	61.9718	694.0840	6,940.84	15,038.49	180,461.84
A-59	1	56.9427	637.7583	6,377.58	13,818.10	165,817.17
	2	60.1179	673.3197	6,733.20	14,588.59	175,063.12
	3	63.4700	710.8640	7,108.64	15,402.05	184,824.65
A-60	1	58.2869	652.8127	6,528.13	14,144.28	169,731.30
	2	61.5370	689.2136	6,892.14	14,932.96	179,195.54
	3	64.9682	727.6441	7,276.44	15,765.62	189,187.47
A-61	1	59.6310	667.8671	6,678.67	14,470.45	173,645.44
	2	62.9560	705.1074	7,051.07	15,277.33	183,327.92
	3	66.4664	744.4241	7,444.24	16,129.19	193,550.27
A-62	1	60.9751	682.9215	6,829.21	14,796.63	177,559.58
	2	64.3751	721.0012	7,210.01	15,621.69	187,460.30
	3	67.9646	761.2042	7,612.04	16,492.76	197,913.10
A-63	1	62.3193	697.9758	6,979.76	15,122.81	181,473.72
	2	65.7942	736.8949	7,368.95	15,966.06	191,592.68
	3	69.4629	777.9843	7,779.84	16,856.33	202,275.91
A-64	1	63.6634	713.0302	7,130.30	15,448.99	185,387.85
	2	67.2133	752.7888	7,527.89	16,310.43	195,725.10
	3	70.9611	794.7643	7,947.64	17,219.89	206,638.73
A-65	1	65.0076	728.0846	7,280.85	15,775.17	189,302.00
	2	68.6324	768.6826	7,686.83	16,654.79	199,857.47
	3	72.4593	811.5444	8,115.44	17,583.46	211,001.55
A-66	1	66.3517	743.1390	7,431.39	16,101.35	193,216.15
	2	70.0514	784.5764	7,845.76	16,999.16	203,989.87
	3	73.9575	828.3245	8,283.24	17,947.03	215,364.36

Fire Captain 80 Salary Rate Table Listing - Effective 10/01/2016

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
B-53	1	68.4290	547.4320	5,474.32	11,861.03	142,332.33
	2	72.2446	577.9568	5,779.57	12,522.40	150,268.78
	3	76.2730	610.1837	6,101.84	13,220.65	158,647.77
B-54	1	70.3108	562.4865	5,624.86	12,187.21	146,246.48
	2	74.2314	593.8507	5,938.51	12,866.76	154,401.17
	3	78.3705	626.9638	6,269.64	13,584.22	163,010.59
B-55	1	72.1926	577.5408	5,775.41	12,513.39	150,160.62
	2	76.2181	609.7445	6,097.45	13,211.13	158,533.57
	3	80.4680	643.7438	6,437.44	13,947.78	167,373.39
B-56	1	74.0744	592.5952	5,925.95	12,839.56	154,074.75
	2	78.2048	625.6383	6,256.38	13,555.50	162,665.97
	3	82.5655	660.5239	6,605.24	14,311.35	171,736.21
B-57	1	75.9563	607.6496	6,076.50	13,165.74	157,988.89
	2	80.1915	641.5321	6,415.32	13,899.86	166,798.35
	3	84.6630	677.3039	6,773.04	14,674.92	176,099.02
B-58	1	77.8380	622.7039	6,227.04	13,491.92	161,903.02
	2	82.1783	657.4259	6,574.26	14,244.23	170,930.73
	3	86.7605	694.0840	6,940.84	15,038.49	180,461.84
B-59	1	79.7198	637.7583	6,377.58	13,818.10	165,817.17
	2	84.1650	673.3197	6,733.20	14,588.59	175,063.12
	3	88.8580	710.8640	7,108.64	15,402.05	184,824.65
B-60	1	81.6016	652.8127	6,528.13	14,144.28	169,731.30
	2	86.1518	689.2136	6,892.14	14,932.96	179,195.54
	3	90.9555	727.6441	7,276.44	15,765.62	189,187.47
B-61	1	83.4834	667.8671	6,678.67	14,470.45	173,645.44
	2	88.1384	705.1074	7,051.07	15,277.33	183,327.92
	3	93.0530	744.4241	7,444.24	16,129.19	193,550.27
B-62	1	85.3651	682.9215	6,829.21	14,796.63	177,559.58
	2	90.1251	721.0012	7,210.01	15,621.69	187,460.30
	3	95.1505	761.2042	7,612.04	16,492.76	197,913.10
B-63	1	87.2470	697.9758	6,979.76	15,122.81	181,473.72
	2	92.1119	736.8949	7,368.95	15,966.06	191,592.68
	3	97.2480	777.9843	7,779.84	16,856.33	202,275.91
B-64	1	89.1288	713.0302	7,130.30	15,448.99	185,387.85
	2	94.0986	752.7888	7,527.89	16,310.43	195,725.10
	3	99.3455	794.7643	7,947.64	17,219.89	206,638.73
B-65	1	91.0106	728.0846	7,280.85	15,775.17	189,302.00
	2	96.0854	768.6826	7,686.83	16,654.79	199,857.47
	3	101.4430	811.5444	8,115.44	17,583.46	211,001.55
B-66	1	92.8924	743.1390	7,431.39	16,101.35	193,216.15
	2	98.0720	784.5764	7,845.76	16,999.16	203,989.87
	3	103.5405	828.3245	8,283.24	17,947.03	215,364.36

Fire Battalion Chief 112 Salary Rate Table Listing - Effective 10/01/2016

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
K-55	1	51.6129	578.0644	5,780.64	12,524.73	150,296.75
	2	54.4908	610.2972	6,102.97	13,223.11	158,677.28
	3	57.5292	644.3274	6,443.27	13,960.43	167,525.13
	4	60.7371	680.2551	6,802.55	14,738.86	176,866.33
	5	64.1238	718.1862	7,181.86	15,560.70	186,728.40
K-56	1	53.0322	593.9612	5,939.61	12,869.16	154,429.90
	2	55.9893	627.0804	6,270.80	13,586.74	163,040.91
	3	59.1113	662.0464	6,620.46	14,344.34	172,132.07
	4	62.4073	698.9621	6,989.62	15,144.18	181,730.15
	5	65.8871	737.9363	7,379.36	15,988.62	191,863.43
K-57	1	54.4516	609.8579	6,098.58	13,213.59	158,563.06
	2	57.4879	643.8637	6,438.64	13,950.38	167,404.55
	3	60.6933	679.7655	6,797.65	14,728.25	176,739.02
	4	64.0776	717.6692	7,176.69	15,549.50	186,593.99
	5	67.6505	757.6864	7,576.86	16,416.54	196,998.47
K-58	1	55.8710	625.7547	6,257.55	13,558.02	162,696.22
	2	58.9863	660.6467	6,606.47	14,314.01	171,768.15
	3	62.2754	697.4844	6,974.84	15,112.16	181,345.95
	4	65.7479	736.3762	7,363.76	15,954.82	191,457.81
	5	69.4140	777.4365	7,774.37	16,844.46	202,133.50
K-59	1	57.2903	641.6514	6,416.51	13,902.45	166,829.37
	2	60.4848	677.4299	6,774.30	14,677.65	176,131.78
	3	63.8574	715.2034	7,152.03	15,496.07	185,952.89
	4	67.4181	755.0831	7,550.83	16,360.13	196,321.61
	5	71.1774	797.1867	7,971.87	17,272.38	207,268.53
K-60	1	58.7096	657.5483	6,575.48	14,246.88	170,962.55
	2	61.9833	694.2131	6,942.13	15,041.28	180,495.41
	3	65.4395	732.9225	7,329.22	15,879.99	190,559.84
	4	69.0884	773.7902	7,737.90	16,765.45	201,185.44
	5	72.9408	816.9367	8,169.37	17,700.30	212,403.55
K-61	1	60.1290	673.4450	6,734.45	14,591.31	175,095.70
	2	63.4818	710.9963	7,109.96	15,404.92	184,859.05
	3	67.0215	750.6414	7,506.41	16,263.90	195,166.77
	4	70.7587	792.4972	7,924.97	17,170.77	206,049.28
	5	74.7042	836.6868	8,366.87	18,128.22	217,538.58
K-62	1	61.5484	689.3418	6,893.42	14,935.74	179,228.86
	2	64.9803	727.7795	7,277.79	15,768.56	189,222.66
	3	68.6036	768.3604	7,683.60	16,647.81	199,773.71
	4	72.4289	811.2042	8,112.04	17,576.09	210,913.09
	5	76.4676	856.4370	8,564.37	18,556.13	222,673.61
K-63	1	62.9678	705.2385	7,052.39	15,280.17	183,362.02
	2	66.4788	744.5627	7,445.63	16,132.19	193,586.29
	3	70.1856	786.0795	7,860.79	17,031.72	204,380.66
	4	74.0992	829.9112	8,299.11	17,981.41	215,776.92
	5	78.2310	876.1871	8,761.87	18,984.05	227,808.65
K-64	1	64.3871	721.1353	7,211.35	15,624.60	187,495.18

Fire Battalion Chief 112 Salary Rate Table Listing - Effective 10/01/2016

	2	67.9773	761.3458	7,613.46	16,495.83	197,949.90
	3	71.7677	803.7985	8,037.98	17,415.63	208,987.60
	4	75.7695	848.6183	8,486.18	18,386.73	220,640.76
	5	79.9944	895.9372	8,959.37	19,411.97	232,943.66
K-65	1	65.8064	737.0321	7,370.32	15,969.03	191,628.34
	2	69.4758	778.1290	7,781.29	16,859.46	202,313.55
	3	73.3497	821.5175	8,215.17	17,799.55	213,594.54
	4	77.4397	867.3253	8,673.25	18,792.05	225,504.58
	5	81.7578	915.6873	9,156.87	19,839.89	238,078.70
K-66	1	67.2258	752.9288	7,529.29	16,313.46	195,761.50
	2	70.9743	794.9121	7,949.12	17,223.10	206,677.15
	3	74.9318	839.2365	8,392.36	18,183.46	218,201.48
	4	79.1100	886.0323	8,860.32	19,197.37	230,368.39
	5	83.5212	935.4375	9,354.37	20,267.81	243,213.74
K-67	1	68.6452	768.8256	7,688.26	16,657.89	199,894.65
	2	72.4728	811.6953	8,116.95	17,586.73	211,040.79
	3	76.5138	856.9555	8,569.55	18,567.37	222,808.42
	4	80.7803	904.7393	9,047.39	19,602.69	235,232.22
	5	85.2846	955.1876	9,551.88	20,695.73	248,348.77
K-68	1	70.0645	784.7224	7,847.22	17,002.32	204,027.83
	2	73.9713	828.4785	8,284.79	17,950.37	215,404.42
	3	78.0959	874.6745	8,746.74	18,951.28	227,415.36
	4	82.4505	923.4464	9,234.46	20,008.01	240,096.06
	5	87.0480	974.9377	9,749.38	21,123.65	253,483.79

Fire Battalion Chief 80 Salary Rate Table Listing - Effective 10/01/2016

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
I-55	1	72.2580	578.0644	5,780.64	12,524.73	150,296.75
	2	76.2871	610.2972	6,102.97	13,223.11	158,677.28
	3	80.5409	644.3274	6,443.27	13,960.43	167,525.13
	4	85.0319	680.2551	6,802.55	14,738.86	176,866.33
	5	89.7733	718.1862	7,181.86	15,560.70	186,728.40
I-56	1	74.2451	593.9612	5,939.61	12,869.16	154,429.90
	2	78.3850	627.0804	6,270.80	13,586.74	163,040.91
	3	82.7558	662.0464	6,620.46	14,344.34	172,132.07
	4	87.3703	698.9621	6,989.62	15,144.18	181,730.15
	5	92.2420	737.9363	7,379.36	15,988.62	191,863.43
I-57	1	76.2323	609.8579	6,098.58	13,213.59	158,563.06
	2	80.4830	643.8637	6,438.64	13,950.38	167,404.55
	3	84.9706	679.7655	6,797.65	14,728.25	176,739.02
	4	89.7086	717.6692	7,176.69	15,549.50	186,593.99
	5	94.7108	757.6864	7,576.86	16,416.54	196,998.47
I-58	1	78.2194	625.7547	6,257.55	13,558.02	162,696.22
	2	82.5809	660.6467	6,606.47	14,314.01	171,768.15
	3	87.1855	697.4844	6,974.84	15,112.16	181,345.95
	4	92.0470	736.3762	7,363.76	15,954.82	191,457.81
	5	97.1796	777.4365	7,774.37	16,844.46	202,133.50
I-59	1	80.2064	641.6514	6,416.51	13,902.45	166,829.37
	2	84.6788	677.4299	6,774.30	14,677.65	176,131.78
	3	89.4004	715.2034	7,152.03	15,496.07	185,952.89
	4	94.3854	755.0831	7,550.83	16,360.13	196,321.61
	5	99.6484	797.1867	7,971.87	17,272.38	207,268.53
I-60	1	82.1935	657.5483	6,575.48	14,246.88	170,962.55
	2	86.7766	694.2131	6,942.13	15,041.28	180,495.41
	3	91.6153	732.9225	7,329.22	15,879.99	190,559.84
	4	96.7238	773.7902	7,737.90	16,765.45	201,185.44
	5	102.1171	816.9367	8,169.37	17,700.30	212,403.55
I-61	1	84.1806	673.4450	6,734.45	14,591.31	175,095.70
	2	88.8745	710.9963	7,109.96	15,404.92	184,859.05
	3	93.8301	750.6414	7,506.41	16,263.90	195,166.77
	4	99.0621	792.4972	7,924.97	17,170.77	206,049.28
	5	104.5859	836.6868	8,366.87	18,128.22	217,538.58
I-62	1	86.1678	689.3418	6,893.42	14,935.74	179,228.86
	2	90.9724	727.7795	7,277.79	15,768.56	189,222.66
	3	96.0450	768.3604	7,683.60	16,647.81	199,773.71
	4	101.4005	811.2042	8,112.04	17,576.09	210,913.09
	5	107.0546	856.4370	8,564.37	18,556.13	222,673.61
I-63	1	88.1549	705.2385	7,052.39	15,280.17	183,362.02
	2	93.0704	744.5627	7,445.63	16,132.19	193,586.29
	3	98.2599	786.0795	7,860.79	17,031.72	204,380.66
	4	103.7389	829.9112	8,299.11	17,981.41	215,776.92
	5	109.5234	876.1871	8,761.87	18,984.05	227,808.65
I-64	1	90.1419	721.1353	7,211.35	15,624.60	187,495.18

Fire Battalion Chief 80 Salary Rate Table Listing - Effective 10/01/2016

	2	95.1683	761.3458	7,613.46	16,495.83	197,949.90
	3	100.4748	803.7985	8,037.98	17,415.63	208,987.60
	4	106.0773	848.6183	8,486.18	18,386.73	220,640.76
	5	111.9921	895.9372	8,959.37	19,411.97	232,943.66
I-65	1	92.1290	737.0321	7,370.32	15,969.03	191,628.34
	2	97.2661	778.1290	7,781.29	16,859.46	202,313.55
	3	102.6896	821.5175	8,215.17	17,799.55	213,594.54
	4	108.4156	867.3253	8,673.25	18,792.05	225,504.58
	5	114.4609	915.6873	9,156.87	19,839.89	238,078.70
I-66	1	94.1161	752.9288	7,529.29	16,313.46	195,761.50
	2	99.3640	794.9121	7,949.12	17,223.10	206,677.15
	3	104.9045	839.2365	8,392.36	18,183.46	218,201.48
	4	110.7540	886.0323	8,860.32	19,197.37	230,368.39
	5	116.9296	935.4375	9,354.37	20,267.81	243,213.74
I-67	1	96.1033	768.8256	7,688.26	16,657.89	199,894.65
	2	101.4619	811.6953	8,116.95	17,586.73	211,040.78
	3	107.1194	856.9555	8,569.55	18,567.37	222,808.42
	4	113.0924	904.7393	9,047.39	19,602.69	235,232.22
	5	119.3985	955.1876	9,551.88	20,695.73	248,348.77
I-68	1	98.0903	784.7224	7,847.22	17,002.32	204,027.83
	2	103.5599	828.4785	8,284.79	17,950.37	215,404.42
	3	109.3343	874.6745	8,746.74	18,951.28	227,415.36
	4	115.4308	923.4464	9,234.46	20,008.01	240,096.06
	5	121.8673	974.9377	9,749.38	21,123.65	253,483.79

SWORN FIRE SALARY SCHEDULE

Effective September 30, 2017

<u>PAC #</u>	<u>CLASSIFICATION</u>	<u>SALARY SCHEDULE</u>	<u>MONTHLY SALARY RANGE</u>
NON-MANAGEMENT			
2530	FIREFIGHTER	F-35	\$ 7,873 - \$ 9,782
2540	FIREFIGHTER PARAMEDIC	Y-35	\$ 9,017 - \$ 11,203
2520	FIRE ENGINEER	S-47	\$ 10,329 - \$ 11,513
2510/2515	FIRE CAPTAIN (112/80)	A-53/B-53	\$ 12,158 - \$ 13,551
MANAGEMENT			
2500/2505	FIRE BATTALION CHIEF (112/80)	K-55/I-55	\$ 12,838 - \$ 15,950

Firefighter 112 Salary Rate Table Listing - Effective 9/30/2017

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
F-35	1	32.4454	363.3880	3,633.88	7,873.41	94,480.89
	2	34.2546	383.6506	3,836.51	8,312.43	99,749.16
	3	36.1646	405.0430	4,050.43	8,775.93	105,311.18
	4	38.1811	427.6282	4,276.28	9,265.28	111,183.33
	5	40.3101	451.4728	4,514.73	9,781.91	117,382.92
F-36	1	33.3376	373.3813	3,733.81	8,089.93	97,079.14
	2	35.1965	394.2010	3,942.01	8,541.02	102,492.26
	3	37.1591	416.1816	4,161.82	9,017.27	108,207.22
	4	39.2311	439.3879	4,393.88	9,520.07	114,240.86
	5	41.4186	463.8882	4,638.88	10,050.91	120,610.94
F-37	1	34.2298	383.3745	3,833.74	8,306.45	99,677.37
	2	36.1385	404.7513	4,047.51	8,769.61	105,235.35
	3	38.1536	427.3203	4,273.20	9,258.61	111,103.28
	4	40.2811	451.1477	4,511.48	9,774.87	117,298.40
	5	42.5271	476.3037	4,763.04	10,319.91	123,838.95
F-38	1	35.1221	393.3677	3,933.68	8,522.97	102,275.59
	2	37.0805	415.3018	4,153.02	8,998.21	107,978.48
	3	39.1481	438.4590	4,384.59	9,499.94	113,999.33
	4	41.3311	462.9075	4,629.08	10,029.66	120,355.95
	5	43.6356	488.7193	4,887.19	10,588.92	127,067.01
F-39	1	36.0144	403.3608	4,033.61	8,739.48	104,873.80
	2	38.0225	425.8522	4,258.52	9,226.80	110,721.58
	3	40.1427	449.5977	4,495.98	9,741.28	116,895.40
	4	42.3810	474.6673	4,746.67	10,284.46	123,413.49
	5	44.7442	501.1347	5,011.35	10,857.92	130,295.02
F-40	1	36.9066	413.3540	4,133.54	8,956.00	107,472.04
	2	38.9646	436.4025	4,364.03	9,455.39	113,464.66
	3	41.1371	460.7363	4,607.36	9,982.62	119,791.45
	4	43.4310	486.4270	4,864.27	10,539.25	126,471.02
	5	45.8527	513.5502	5,135.50	11,126.92	133,523.06
F-41	1	37.7988	423.3472	4,233.47	9,172.52	110,070.26
	2	39.9065	446.9530	4,469.53	9,683.98	116,207.78
	3	42.1317	471.8750	4,718.75	10,223.96	122,687.51
	4	44.4810	498.1868	4,981.87	10,794.05	129,528.57
	5	46.9613	525.9657	5,259.66	11,395.92	136,751.09
F-42	1	38.6911	433.3403	4,333.40	9,389.04	112,668.48
	2	40.8485	457.5033	4,575.03	9,912.57	118,950.87
	3	43.1263	483.0137	4,830.14	10,465.30	125,583.55
	4	45.5310	509.9466	5,099.47	11,048.84	132,586.12
	5	48.0697	538.3812	5,383.81	11,664.93	139,979.10
F-43	1	39.5833	443.3335	4,433.33	9,605.56	115,266.70
	2	41.7905	468.0538	4,680.54	10,141.17	121,693.99
	3	44.1207	494.1524	4,941.52	10,706.64	128,479.63
	4	46.5809	521.7063	5,217.06	11,303.64	135,643.65
	5	49.1783	550.7968	5,507.97	11,933.93	143,207.16
F-44	1	40.4756	453.3267	4,533.27	9,822.08	117,864.93

Firefighter 112 Salary Rate Table Listing - Effective 9/30/2017

	2	42.7325	478.6041	4,786.04	10,369.76	124,437.07
	3	45.1153	505.2910	5,052.91	10,947.97	131,375.67
	4	47.6309	533.4662	5,334.66	11,558.43	138,701.20
	5	50.2868	563.2123	5,632.12	12,202.93	146,435.19
F-45	1	41.3679	463.3198	4,633.20	10,038.60	120,463.16
	2	43.6746	489.1545	4,891.55	10,598.35	127,180.18
	3	46.1098	516.4298	5,164.30	11,189.31	134,271.74
	4	48.6809	545.2259	5,452.26	11,813.23	141,758.73
	5	51.3954	575.6277	5,756.28	12,471.93	149,663.20
F-46	1	42.2601	473.3130	4,733.13	10,255.12	123,061.38
	2	44.6165	499.7049	4,997.05	10,826.94	129,923.28
	3	47.1044	527.5685	5,275.69	11,430.65	137,167.82
	4	49.7309	556.9857	5,569.86	12,068.02	144,816.29
	5	52.5038	588.0432	5,880.43	12,740.94	152,891.22
F-47	1	43.1523	483.3062	4,833.06	10,471.63	125,659.60
	2	45.5585	510.2553	5,102.55	11,055.53	132,666.39
	3	48.0988	538.7072	5,387.07	11,671.99	140,063.86
	4	50.7808	568.7455	5,687.45	12,322.82	147,873.83
	5	53.6124	600.4588	6,004.59	13,009.94	156,119.28
F-48	1	44.0446	493.2993	4,932.99	10,688.15	128,257.83
	2	46.5005	520.8057	5,208.06	11,284.12	135,409.49
	3	49.0934	549.8459	5,498.46	11,913.33	142,959.93
	4	51.8308	580.5052	5,805.05	12,577.61	150,931.36
	5	54.7209	612.8742	6,128.74	13,278.94	159,347.29
F-49	1	44.9369	503.2925	5,032.93	10,904.67	130,856.05
	2	47.4425	531.3561	5,313.56	11,512.72	138,152.59
	3	50.0879	560.9845	5,609.85	12,154.66	145,855.97
	4	52.8808	592.2650	5,922.65	12,832.41	153,988.91
	5	55.8295	625.2897	6,252.90	13,547.94	162,575.31
F-50	1	45.8291	513.2857	5,132.86	11,121.19	133,454.28
	2	48.3846	541.9065	5,419.07	11,741.31	140,895.70
	3	51.0824	572.1232	5,721.23	12,396.00	148,752.04
	4	53.9308	604.0248	6,040.25	13,087.20	157,046.45
	5	56.9379	637.7052	6,377.05	13,816.95	165,803.36
F-51	1	46.7213	523.2789	5,232.79	11,337.71	136,052.51
	2	49.3265	552.4569	5,524.57	11,969.90	143,638.79
	3	52.0770	583.2619	5,832.62	12,637.34	151,648.09
	4	54.9808	615.7846	6,157.85	13,342.00	160,104.00
	5	58.0465	650.1207	6,501.21	14,085.95	169,031.38
F-52	1	47.6136	533.2720	5,332.72	11,554.23	138,650.73
	2	50.2685	563.0073	5,630.07	12,198.49	146,381.90
	3	53.0715	594.4006	5,944.01	12,878.68	154,544.15
	4	56.0307	627.5444	6,275.44	13,596.80	163,161.54
	5	59.1550	662.5362	6,625.36	14,354.95	172,259.40
F-53	1	48.5058	543.2653	5,432.65	11,770.75	141,248.97
	2	51.2105	573.5576	5,735.58	12,427.08	149,124.97
	3	54.0660	605.5392	6,055.39	13,120.02	157,440.19

Firefighter 112 Salary Rate Table Listing - Effective 9/30/2017

	4	57.0807	639.3040	6,393.04	13,851.59	166,219.05
	5	60.2636	674.9517	6,749.52	14,623.95	175,487.45
F-54	1	49.3980	553.2584	5,532.58	11,987.27	143,847.18
	2	52.1525	584.1081	5,841.08	12,655.68	151,868.10
	3	55.0605	616.6780	6,166.78	13,361.36	160,336.27
	4	58.1307	651.0638	6,510.64	14,106.38	169,276.60
	5	61.3721	687.3672	6,873.67	14,892.96	178,715.47
F-55	1	50.2904	563.2515	5,632.52	12,203.78	146,445.40
	2	53.0945	594.6585	5,946.58	12,884.27	154,611.21
	3	56.0551	627.8166	6,278.17	13,602.69	163,232.32
	4	59.1807	662.8237	6,628.24	14,361.18	172,334.15
	5	62.4806	699.7828	6,997.83	15,161.96	181,943.52
F-56	1	51.1826	573.2447	5,732.45	12,420.30	149,043.63
	2	54.0365	605.2088	6,052.09	13,112.86	157,354.30
	3	57.0496	638.9553	6,389.55	13,844.03	166,128.37
	4	60.2306	674.5834	6,745.83	14,615.97	175,391.69
	5	63.5891	712.1982	7,121.98	15,430.96	185,171.54
F-57	1	52.0748	583.2379	5,832.38	12,636.82	151,641.86
	2	54.9785	615.7592	6,157.59	13,341.45	160,097.40
	3	58.0441	650.0940	6,500.94	14,085.37	169,024.44
	4	61.2806	686.3432	6,863.43	14,870.77	178,449.23
	5	64.6977	724.6137	7,246.14	15,699.96	188,399.55
F-58	1	52.9671	593.2310	5,932.31	12,853.34	154,240.07
	2	55.9205	626.3096	6,263.10	13,570.04	162,840.50
	3	59.0387	661.2327	6,612.33	14,326.71	171,920.49
	4	62.3306	698.1030	6,981.03	15,125.57	181,506.78
	5	65.8062	737.0292	7,370.29	15,968.97	191,627.60
F-59	1	53.8593	603.2242	6,032.24	13,069.86	156,838.30
	2	56.8625	636.8600	6,368.60	13,798.63	165,583.61
	3	60.0331	672.3713	6,723.71	14,568.05	174,816.55
	4	63.3806	709.8627	7,098.63	15,380.36	184,564.31
	5	66.9147	749.4448	7,494.45	16,237.97	194,855.64
F-60	1	54.7515	613.2175	6,132.17	13,286.38	159,436.54
	2	57.8045	647.4104	6,474.10	14,027.23	168,326.70
	3	61.0277	683.5100	6,835.10	14,809.38	177,712.60
	4	64.4306	721.6225	7,216.23	15,635.15	187,621.85
	5	68.0232	761.8602	7,618.60	16,506.97	198,083.65

Firefighter Paramedic 112 Salary Rate Table Listing - Effective 9/30/2017

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
Y-35	1	37.1587	416.1772	4,161.77	9,017.17	108,206.07
	2	39.2306	439.3832	4,393.83	9,519.97	114,239.64
	3	41.4181	463.8833	4,638.83	10,050.80	120,609.65
	4	43.7276	489.7494	4,897.49	10,611.24	127,334.85
	5	46.1659	517.0578	5,170.58	11,202.92	134,435.03
Y-36	1	38.1805	427.6221	4,276.22	9,265.15	111,181.74
	2	40.3095	451.4663	4,514.66	9,781.77	117,381.25
	3	42.5571	476.6400	4,766.40	10,327.20	123,926.41
	4	44.9301	503.2175	5,032.17	10,903.05	130,836.55
	5	47.4354	531.2769	5,312.77	11,511.00	138,132.00
Y-37	1	39.2024	439.0670	4,390.67	9,513.12	114,157.43
	2	41.3883	463.5493	4,635.49	10,043.57	120,522.82
	3	43.6962	489.3968	4,893.97	10,603.60	127,243.17
	4	46.1327	516.6856	5,166.86	11,194.86	134,338.26
	5	48.7050	545.4961	5,454.96	11,819.08	141,828.98
Y-38	1	40.2243	450.5118	4,505.12	9,761.09	117,133.07
	2	42.4671	475.6324	4,756.32	10,305.37	123,664.43
	3	44.8352	502.1537	5,021.54	10,880.00	130,559.96
	4	47.3352	530.1537	5,301.54	11,486.66	137,839.96
	5	49.9746	559.7151	5,597.15	12,127.16	145,525.93
Y-39	1	41.2462	461.9567	4,619.57	10,009.06	120,108.75
	2	43.5460	487.7155	4,877.15	10,567.17	126,806.02
	3	45.9741	514.9105	5,149.10	11,156.39	133,876.72
	4	48.5377	543.6218	5,436.22	11,778.47	141,341.68
	5	51.2441	573.9341	5,739.34	12,435.24	149,222.87
Y-40	1	42.2680	473.4016	4,734.02	10,257.03	123,084.41
	2	44.6248	499.7984	4,997.98	10,828.97	129,947.59
	3	47.1131	527.6673	5,276.67	11,432.79	137,193.49
	4	49.7402	557.0900	5,570.90	12,070.28	144,843.41
	5	52.5137	588.1533	5,881.53	12,743.32	152,919.85
Y-41	1	43.2898	484.8465	4,848.46	10,505.01	126,060.09
	2	45.7037	511.8815	5,118.81	11,090.77	133,089.19
	3	48.2521	540.4240	5,404.24	11,709.19	140,510.25
	4	50.9427	570.5580	5,705.58	12,362.09	148,345.09
	5	53.7832	602.3723	6,023.72	13,051.40	156,616.81
Y-42	1	44.3117	496.2913	4,962.91	10,752.98	129,035.75
	2	46.7826	523.9645	5,239.65	11,352.57	136,230.78
	3	49.3912	553.1808	5,531.81	11,985.58	143,827.01
	4	52.1452	584.0262	5,840.26	12,653.90	151,846.80
	5	55.0528	616.5915	6,165.91	13,359.48	160,313.78
Y-43	1	45.3336	507.7362	5,077.36	11,000.95	132,011.41
	2	47.8614	536.0476	5,360.48	11,614.37	139,372.38
	3	50.5302	565.9376	5,659.38	12,261.98	147,143.77
	4	53.3477	597.4943	5,974.94	12,945.71	155,348.52
	5	56.3224	630.8105	6,308.11	13,667.56	164,010.73
Y-44	1	46.3554	519.1811	5,191.81	11,248.92	134,987.09

Firefighter Paramedic 112 Salary Rate Table Listing - Effective 9/30/2017

	2	48.9403	548.1307	5,481.31	11,876.16	142,513.97
	3	51.6691	578.6944	5,786.94	12,538.38	150,460.54
	4	54.5502	610.9624	6,109.62	13,237.52	158,850.22
	5	57.5920	645.0296	6,450.30	13,975.64	167,707.70
Y-45	1	47.3773	530.6260	5,306.26	11,496.90	137,962.75
	2	50.0191	560.2136	5,602.14	12,137.96	145,655.54
	3	52.8081	591.4512	5,914.51	12,814.78	153,777.30
	4	55.7528	624.4305	6,244.31	13,529.33	162,351.93
	5	58.8615	659.2487	6,592.49	14,283.72	171,404.67
Y-46	1	48.3992	542.0708	5,420.71	11,744.87	140,938.41
	2	51.0979	572.2967	5,722.97	12,399.76	148,797.14
	3	53.9471	604.2080	6,042.08	13,091.17	157,094.08
	4	56.9553	637.8986	6,378.99	13,821.14	165,853.63
	5	60.1311	673.4678	6,734.68	14,591.80	175,101.63
Y-47	1	49.4211	553.5157	5,535.16	11,992.84	143,914.08
	2	52.1768	584.3797	5,843.80	12,661.56	151,938.72
	3	55.0862	616.9648	6,169.65	13,367.57	160,410.84
	4	58.1578	651.3667	6,513.67	14,112.95	169,355.34
	5	61.4006	687.6869	6,876.87	14,899.88	178,798.59
Y-48	1	50.4429	564.9606	5,649.61	12,240.81	146,889.75
	2	53.2556	596.4628	5,964.63	12,923.36	155,080.34
	3	56.2252	629.7216	6,297.22	13,643.97	163,727.61
	4	59.3603	664.8348	6,648.35	14,404.76	172,857.06
	5	62.6702	701.9060	7,019.06	15,207.96	182,495.56
Y-49	1	51.4647	576.4055	5,764.05	12,488.79	149,865.42
	2	54.3345	608.5458	6,085.46	13,185.16	158,221.92
	3	57.3641	642.4783	6,424.78	13,920.36	167,044.37
	4	60.5628	678.3029	6,783.03	14,696.56	176,358.75
	5	63.9397	716.1251	7,161.25	15,516.04	186,192.53
Y-50	1	52.4866	587.8503	5,878.50	12,736.76	152,841.09
	2	55.4133	620.6288	6,206.29	13,446.96	161,363.50
	3	58.5031	655.2351	6,552.35	14,196.76	170,361.13
	4	61.7653	691.7710	6,917.71	14,988.37	179,860.47
	5	65.2093	730.3442	7,303.44	15,824.12	189,889.49
Y-51	1	53.5085	599.2952	5,992.95	12,984.73	155,816.75
	2	56.4921	632.7119	6,327.12	13,708.76	164,505.10
	3	59.6421	667.9919	6,679.92	14,473.16	173,677.90
	4	62.9678	705.2392	7,052.39	15,280.18	183,362.19
	5	66.4788	744.5633	7,445.63	16,132.20	193,586.45
Y-52	1	54.5304	610.7401	6,107.40	13,232.70	158,792.43
	2	57.5710	644.7949	6,447.95	13,970.56	167,646.67
	3	60.7812	680.7487	6,807.49	14,749.56	176,994.66
	4	64.1703	718.7072	7,187.07	15,571.99	186,863.88
	5	67.7484	758.7823	7,587.82	16,440.28	197,283.41
Y-53	1	55.5522	622.1849	6,221.85	13,480.67	161,768.08
	2	58.6498	656.8780	6,568.78	14,232.36	170,788.28
	3	61.9202	693.5055	6,935.06	15,025.95	180,311.44

Firefighter Paramedic 112 Salary Rate Table Listing - Effective 9/30/2017

	4	65.3728	732.1754	7,321.75	15,863.80	190,365.60
	5	69.0179	773.0014	7,730.01	16,748.36	200,980.36
Y-54	1	56.5741	633.6298	6,336.30	13,728.65	164,743.76
	2	59.7287	668.9610	6,689.61	14,494.16	173,929.86
	3	63.0591	706.2623	7,062.62	15,302.35	183,628.19
	4	66.5753	745.6435	7,456.43	16,155.61	193,867.30
	5	70.2876	787.2205	7,872.21	17,056.45	204,677.34
Y-55	1	57.5960	645.0747	6,450.75	13,976.62	167,719.42
	2	60.8075	681.0441	6,810.44	14,755.96	177,071.46
	3	64.1981	719.0191	7,190.19	15,578.75	186,944.96
	4	67.7779	759.1117	7,591.12	16,447.42	197,369.03
	5	71.5571	801.4396	8,014.40	17,364.52	208,374.29
Y-56	1	58.6179	656.5195	6,565.20	14,224.59	170,695.08
	2	61.8863	693.1271	6,931.27	15,017.75	180,213.04
	3	65.3371	731.7758	7,317.76	15,855.14	190,261.72
	4	68.9804	772.5797	7,725.80	16,739.23	200,870.73
	5	72.8267	815.6587	8,156.59	17,672.61	212,071.26
Y-57	1	59.6396	667.9645	6,679.64	14,472.56	173,670.76
	2	62.9652	705.2101	7,052.10	15,279.55	183,354.62
	3	66.4762	744.5327	7,445.33	16,131.54	193,578.50
	4	70.1829	786.0478	7,860.48	17,031.04	204,372.43
	5	74.0963	829.8778	8,298.78	17,980.69	215,768.23
Y-58	1	60.6615	679.4093	6,794.09	14,720.53	176,646.41
	2	64.0440	717.2932	7,172.93	15,541.35	186,496.24
	3	67.6151	757.2895	7,572.89	16,407.94	196,895.26
	4	71.3854	799.5159	7,995.16	17,322.85	207,874.14
	5	75.3658	844.0969	8,440.97	18,288.77	219,465.19
Y-59	1	61.6834	690.8542	6,908.54	14,968.51	179,622.10
	2	65.1229	729.3762	7,293.76	15,803.15	189,637.81
	3	68.7541	770.0463	7,700.46	16,684.34	200,212.03
	4	72.5879	812.9840	8,129.84	17,614.65	211,375.85
	5	76.6354	858.3159	8,583.16	18,596.85	223,162.14
Y-60	1	62.7053	702.2990	7,022.99	15,216.48	182,597.74
	2	66.2017	741.4592	7,414.59	16,064.95	192,779.40
	3	69.8931	782.8030	7,828.03	16,960.73	203,528.78
	4	73.7904	826.4522	8,264.52	17,906.46	214,877.56
	5	77.9049	872.5350	8,725.35	18,904.93	226,859.11

Fire Engineer 112 Salary Rate Table Listing - Effective 9/30/2017

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
S-47	1	42.5657	476.7356	4,767.36	10,329.27	123,951.25
	2	44.9391	503.3184	5,033.18	10,905.23	130,862.78
	3	47.4449	531.3834	5,313.83	11,513.31	138,159.68
S-48	1	43.7363	489.8458	4,898.46	10,613.33	127,359.90
	2	46.1750	517.1597	5,171.60	11,205.13	134,461.51
	3	48.7496	545.9964	5,459.96	11,829.92	141,959.07
S-49	1	44.9068	502.9560	5,029.56	10,897.38	130,768.57
	2	47.4108	531.0009	5,310.01	11,505.02	138,060.23
	3	50.0544	560.6095	5,606.09	12,146.54	145,758.46
S-50	1	46.0773	516.0663	5,160.66	11,181.44	134,177.24
	2	48.6466	544.8422	5,448.42	11,804.91	141,658.96
	3	51.3592	575.2225	5,752.23	12,463.15	149,557.85
S-51	1	47.2479	529.1765	5,291.76	11,465.49	137,585.88
	2	49.8824	558.6833	5,586.83	12,104.81	145,257.67
	3	52.6639	589.8356	5,898.36	12,779.77	153,357.25
S-52	1	48.4185	542.2867	5,422.87	11,749.55	140,994.55
	2	51.1183	572.5246	5,725.25	12,404.70	148,856.40
	3	53.9687	604.4486	6,044.49	13,096.39	157,156.63
S-53	1	49.5890	555.3970	5,553.97	12,033.60	144,403.22
	2	52.3541	586.3659	5,863.66	12,704.60	152,455.14
	3	55.2734	619.0616	6,190.62	13,413.00	160,956.02
S-54	1	50.7596	568.5072	5,685.07	12,317.66	147,811.87
	2	53.5899	600.2072	6,002.07	13,004.49	156,053.86
	3	56.5781	633.6747	6,336.75	13,729.62	164,755.41
S-55	1	51.9301	581.6174	5,816.17	12,601.71	151,220.53
	2	54.8257	614.0484	6,140.48	13,304.38	159,652.59
	3	57.8829	648.2877	6,482.88	14,046.23	168,554.81
S-56	1	53.1007	594.7276	5,947.28	12,885.76	154,629.17
	2	56.0616	627.8897	6,278.90	13,604.28	163,251.32
	3	59.1876	662.9008	6,629.01	14,362.85	172,354.20
S-57	1	54.2713	607.8379	6,078.38	13,169.82	158,037.85
	2	57.2974	641.7309	6,417.31	13,904.17	166,850.04
	3	60.4923	677.5138	6,775.14	14,679.47	176,153.58
S-58	1	55.4418	620.9481	6,209.48	13,453.88	161,446.50
	2	58.5332	655.5722	6,555.72	14,204.06	170,448.76
	3	61.7971	692.1269	6,921.27	14,996.08	179,952.99
S-59	1	56.6123	634.0583	6,340.58	13,737.93	164,855.16
	2	59.7690	669.4134	6,694.13	14,503.96	174,047.48
	3	63.1018	706.7399	7,067.40	15,312.70	183,752.37
S-60	1	57.7829	647.1686	6,471.69	14,021.99	168,263.83
	2	61.0049	683.2546	6,832.55	14,803.85	177,646.19
	3	64.4065	721.3530	7,213.53	15,629.31	187,551.77

Fire Captain 112 Salary Rate Table Listing - Effective 9/30/2017

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
A-53	1	50.0998	561.1178	5,611.18	12,157.55	145,890.64
	2	52.8934	592.4058	5,924.06	12,835.46	154,025.50
	3	55.8427	625.4383	6,254.38	13,551.16	162,613.96
A-54	1	51.4776	576.5486	5,765.49	12,491.89	149,902.64
	2	54.3479	608.6969	6,086.97	13,188.43	158,261.20
	3	57.3784	642.6379	6,426.38	13,923.82	167,085.85
A-55	1	52.8553	591.9794	5,919.79	12,826.22	153,914.64
	2	55.8025	624.9881	6,249.88	13,541.41	162,496.91
	3	58.9140	659.8374	6,598.37	14,296.48	171,557.72
A-56	1	54.2330	607.4101	6,074.10	13,160.55	157,926.62
	2	57.2571	641.2793	6,412.79	13,894.39	166,732.62
	3	60.4497	677.0370	6,770.37	14,669.14	176,029.62
A-57	1	55.6108	622.8408	6,228.41	13,494.88	161,938.61
	2	58.7116	657.5704	6,575.70	14,247.36	170,968.31
	3	61.9854	694.2365	6,942.37	15,041.79	180,501.50
A-58	1	56.9886	638.2715	6,382.72	13,829.22	165,950.60
	2	60.1663	673.8615	6,738.62	14,600.33	175,204.00
	3	63.5211	711.4361	7,114.36	15,414.45	184,973.39
A-59	1	58.3663	653.7023	6,537.02	14,163.55	169,962.60
	2	61.6208	690.1527	6,901.53	14,953.31	179,439.70
	3	65.0568	728.6357	7,286.36	15,787.11	189,445.27
A-60	1	59.7440	669.1330	6,691.33	14,497.88	173,974.58
	2	63.0754	706.4440	7,064.44	15,306.29	183,675.43
	3	66.5924	745.8352	7,458.35	16,159.76	193,917.16
A-61	1	61.1218	684.5638	6,845.64	14,832.22	177,986.58
	2	64.5299	722.7351	7,227.35	15,659.26	187,911.12
	3	68.1281	763.0347	7,630.35	16,532.42	198,389.03
A-62	1	62.4995	699.9945	6,999.94	15,166.55	181,998.57
	2	65.9845	739.0262	7,390.26	16,012.23	192,146.81
	3	69.6638	780.2343	7,802.34	16,905.08	202,860.93
A-63	1	63.8772	715.4252	7,154.25	15,500.88	186,010.56
	2	67.4390	755.3173	7,553.17	16,365.21	196,382.50
	3	71.1995	797.4339	7,974.34	17,277.73	207,332.81
A-64	1	65.2550	730.8560	7,308.56	15,835.21	190,022.55
	2	68.8937	771.6086	7,716.09	16,718.19	200,618.23
	3	72.7351	814.6335	8,146.33	17,650.39	211,804.70
A-65	1	66.6328	746.2867	7,462.87	16,169.55	194,034.55
	2	70.3482	787.8997	7,879.00	17,071.16	204,853.91
	3	74.2708	831.8330	8,318.33	18,023.05	216,276.59
A-66	1	68.0105	761.7175	7,617.18	16,503.88	198,046.55
	2	71.8028	804.1908	8,041.91	17,424.14	209,089.62
	3	75.8065	849.0326	8,490.33	18,395.71	220,748.47

Fire Captain 80 Salary Rate Table Listing - Effective 9/30/2017

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
B-53	1	70.1398	561.1178	5,611.18	12,157.55	145,890.64
	2	74.0508	592.4058	5,924.06	12,835.46	154,025.50
	3	78.1798	625.4383	6,254.38	13,551.16	162,613.96
B-54	1	72.0686	576.5486	5,765.49	12,491.89	149,902.64
	2	76.0871	608.6969	6,086.97	13,188.43	158,261.20
	3	80.3298	642.6379	6,426.38	13,923.82	167,085.85
B-55	1	73.9974	591.9794	5,919.79	12,826.22	153,914.64
	2	78.1235	624.9881	6,249.88	13,541.41	162,496.91
	3	82.4796	659.8374	6,598.37	14,296.48	171,557.72
B-56	1	75.9263	607.4101	6,074.10	13,160.55	157,926.62
	2	80.1599	641.2793	6,412.79	13,894.39	166,732.62
	3	84.6296	677.0370	6,770.37	14,669.14	176,029.62
B-57	1	77.8551	622.8408	6,228.41	13,494.88	161,938.61
	2	82.1963	657.5704	6,575.70	14,247.36	170,968.31
	3	86.7796	694.2365	6,942.37	15,041.79	180,501.50
B-58	1	79.7840	638.2715	6,382.72	13,829.22	165,950.60
	2	84.2328	673.8615	6,738.62	14,600.33	175,204.00
	3	88.9295	711.4361	7,114.36	15,414.45	184,973.39
B-59	1	81.7128	653.7023	6,537.02	14,163.55	169,962.60
	2	86.2691	690.1527	6,901.53	14,953.31	179,439.70
	3	91.0795	728.6357	7,286.36	15,787.11	189,445.27
B-60	1	83.6416	669.1330	6,691.33	14,497.88	173,974.58
	2	88.3055	706.4440	7,064.44	15,306.29	183,675.43
	3	93.2294	745.8352	7,458.35	16,159.76	193,917.16
B-61	1	85.5705	684.5638	6,845.64	14,832.22	177,986.58
	2	90.3419	722.7351	7,227.35	15,659.26	187,911.12
	3	95.3794	763.0347	7,630.35	16,532.42	198,389.03
B-62	1	87.4993	699.9945	6,999.94	15,166.55	181,998.57
	2	92.3783	739.0262	7,390.26	16,012.23	192,146.81
	3	97.5293	780.2343	7,802.34	16,905.08	202,860.93
B-63	1	89.4281	715.4252	7,154.25	15,500.88	186,010.56
	2	94.4146	755.3173	7,553.17	16,365.21	196,382.50
	3	99.6793	797.4339	7,974.34	17,277.73	207,332.81
B-64	1	91.3570	730.8560	7,308.56	15,835.21	190,022.55
	2	96.4511	771.6086	7,716.09	16,718.19	200,618.23
	3	101.8291	814.6335	8,146.33	17,650.39	211,804.70
B-65	1	93.2859	746.2867	7,462.87	16,169.55	194,034.55
	2	98.4875	787.8997	7,879.00	17,071.16	204,853.91
	3	103.9791	831.8330	8,318.33	18,023.05	216,276.59
B-66	1	95.2148	761.7175	7,617.18	16,503.88	198,046.55
	2	100.5239	804.1908	8,041.91	17,424.14	209,089.62
	3	106.1291	849.0326	8,490.33	18,395.71	220,748.47

Fire Battalion Chief 112 Salary Rate Table Listing - Effective 9/30/2017

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
K-55	1	52.9032	592.5160	5,925.16	12,837.85	154,054.17
	2	55.8531	625.5547	6,255.55	13,553.68	162,644.21
	3	58.9675	660.4356	6,604.36	14,309.44	171,713.26
	4	62.2554	697.2615	6,972.61	15,107.33	181,287.99
	5	65.7269	736.1408	7,361.41	15,949.72	191,396.61
K-56	1	54.3580	608.8102	6,088.10	13,190.89	158,290.65
	2	57.3890	642.7574	6,427.57	13,926.41	167,116.93
	3	60.5891	678.5976	6,785.98	14,702.95	176,435.37
	4	63.9675	716.4362	7,164.36	15,522.78	186,273.40
	5	67.5344	756.3847	7,563.85	16,388.34	196,660.02
K-57	1	55.8129	625.1044	6,251.04	13,543.93	162,527.14
	2	58.9250	659.9602	6,599.60	14,299.14	171,589.66
	3	62.2107	696.7596	6,967.60	15,096.46	181,157.50
	4	65.6796	735.6109	7,356.11	15,938.24	191,258.84
	5	69.3419	776.6286	7,766.29	16,826.95	201,923.43
K-58	1	57.2678	641.3986	6,413.99	13,896.97	166,763.63
	2	60.4610	677.1629	6,771.63	14,671.86	176,062.35
	3	63.8323	714.9215	7,149.22	15,489.97	185,879.60
	4	67.3916	754.7856	7,547.86	16,353.69	196,244.26
	5	71.1493	796.8725	7,968.72	17,265.57	207,186.84
K-59	1	58.7226	657.6927	6,576.93	14,250.01	171,000.10
	2	61.9970	694.3657	6,943.66	15,044.59	180,535.07
	3	65.4539	733.0835	7,330.84	15,883.48	190,601.71
	4	69.1036	773.9602	7,739.60	16,769.14	201,229.65
	5	72.9568	817.1163	8,171.16	17,704.19	212,450.24
K-60	1	60.1774	673.9870	6,739.87	14,603.05	175,236.61
	2	63.5329	711.5685	7,115.68	15,417.32	185,007.80
	3	67.0755	751.2455	7,512.46	16,276.99	195,323.84
	4	70.8156	793.1349	7,931.35	17,184.59	206,215.08
	5	74.7643	837.3602	8,373.60	18,142.80	217,713.64
K-61	1	61.6322	690.2811	6,902.81	14,956.09	179,473.09
	2	65.0688	728.7713	7,287.71	15,790.04	189,480.53
	3	68.6971	769.4075	7,694.07	16,670.50	200,045.94
	4	72.5277	812.3097	8,123.10	17,600.04	211,200.51
	5	76.5718	857.6040	8,576.04	18,581.42	222,977.04
K-62	1	63.0871	706.5753	7,065.75	15,309.13	183,709.58
	2	66.6048	745.9740	7,459.74	16,162.77	193,953.23
	3	70.3187	787.5694	7,875.69	17,064.00	204,768.05
	4	74.2396	831.4843	8,314.84	18,015.49	216,185.92
	5	78.3793	877.8479	8,778.48	19,020.04	228,240.45
K-63	1	64.5420	722.8695	7,228.70	15,662.17	187,946.07
	2	68.1408	763.1767	7,631.77	16,535.50	198,425.95
	3	71.9403	805.7315	8,057.31	17,457.52	209,490.18
	4	75.9517	850.6590	8,506.59	18,430.95	221,171.34
	5	80.1868	898.0918	8,980.92	19,458.66	233,503.87
K-64	1	65.9968	739.1637	7,391.64	16,015.21	192,182.56

Fire Battalion Chief 112 Salary Rate Table Listing - Effective 9/30/2017

	2	69.6767	780.3794	7,803.79	16,908.22	202,898.65
	3	73.5619	823.8934	8,238.93	17,851.02	214,212.29
	4	77.6638	869.8338	8,698.34	18,846.40	226,156.78
	5	81.9943	918.3356	9,183.36	19,897.27	238,767.25
K-65	1	67.4516	755.4579	7,554.58	16,368.25	196,419.05
	2	71.2127	797.5823	7,975.82	17,280.95	207,371.39
	3	75.1835	842.0554	8,420.55	18,244.53	218,934.40
	4	79.3757	889.0084	8,890.08	19,261.85	231,142.19
	5	83.8017	938.5795	9,385.79	20,335.89	244,030.67
K-66	1	68.9064	771.7521	7,717.52	16,721.30	200,655.54
	2	72.7487	814.7849	8,147.85	17,653.67	211,844.08
	3	76.8051	860.2174	8,602.17	18,638.04	223,656.52
	4	81.0878	908.1831	9,081.83	19,677.30	236,127.60
	5	85.6092	958.8234	9,588.23	20,774.51	249,294.08
K-67	1	70.3613	788.0462	7,880.46	17,074.34	204,892.02
	2	74.2846	831.9877	8,319.88	18,026.40	216,316.81
	3	78.4267	878.3793	8,783.79	19,031.55	228,378.63
	4	82.7998	927.3578	9,273.58	20,092.75	241,113.03
	5	87.4167	979.0673	9,790.67	21,213.12	254,557.49
K-68	1	71.8161	804.3405	8,043.40	17,427.38	209,128.53
	2	75.8206	849.1905	8,491.91	18,399.13	220,789.53
	3	80.0483	896.5413	8,965.41	19,425.06	233,100.74
	4	84.5119	946.5325	9,465.33	20,508.21	246,098.46
	5	89.2242	999.3111	9,993.11	21,651.74	259,820.88

Fire Battalion Chief 80 Salary Rate Table Listing - Effective 9/30/2017

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
I-55	1	74.0645	592.5160	5,925.16	12,837.85	154,054.17
	2	78.1944	625.5547	6,255.55	13,553.68	162,644.21
	3	82.5545	660.4356	6,604.36	14,309.44	171,713.26
	4	87.1576	697.2615	6,972.61	15,107.33	181,287.99
	5	92.0176	736.1408	7,361.41	15,949.72	191,396.61
I-56	1	76.1013	608.8102	6,088.10	13,190.89	158,290.65
	2	80.3446	642.7574	6,427.57	13,926.41	167,116.93
	3	84.8248	678.5976	6,785.98	14,702.95	176,435.37
	4	89.5545	716.4362	7,164.36	15,522.78	186,273.40
	5	94.5481	756.3847	7,563.85	16,388.34	196,660.02
I-57	1	78.1380	625.1044	6,251.04	13,543.93	162,527.14
	2	82.4950	659.9602	6,599.60	14,299.14	171,589.66
	3	87.0950	696.7596	6,967.60	15,096.46	181,157.50
	4	91.9514	735.6109	7,356.11	15,938.24	191,258.84
	5	97.0786	776.6286	7,766.29	16,826.95	201,923.43
I-58	1	80.1749	641.3986	6,413.99	13,896.97	166,763.63
	2	84.6454	677.1629	6,771.63	14,671.86	176,062.35
	3	89.3653	714.9215	7,149.22	15,489.97	185,879.60
	4	94.3483	754.7856	7,547.86	16,353.69	196,244.26
	5	99.6090	796.8725	7,968.72	17,265.57	207,186.84
I-59	1	82.2116	657.6927	6,576.93	14,250.01	171,000.10
	2	86.7958	694.3657	6,943.66	15,044.59	180,535.07
	3	91.6355	733.0835	7,330.84	15,883.48	190,601.71
	4	96.7450	773.9602	7,739.60	16,769.14	201,229.65
	5	102.1395	817.1163	8,171.16	17,704.19	212,450.24
I-60	1	84.2484	673.9870	6,739.87	14,603.05	175,236.61
	2	88.9460	711.5685	7,115.68	15,417.32	185,007.80
	3	93.9058	751.2455	7,512.46	16,276.99	195,323.84
	4	99.1419	793.1349	7,931.35	17,184.59	206,215.08
	5	104.6700	837.3602	8,373.60	18,142.80	217,713.64
I-61	1	86.2851	690.2811	6,902.81	14,956.09	179,473.09
	2	91.0964	728.7713	7,287.71	15,790.04	189,480.53
	3	96.1759	769.4075	7,694.07	16,670.50	200,045.94
	4	101.5388	812.3097	8,123.10	17,600.04	211,200.51
	5	107.2005	857.6040	8,576.04	18,581.42	222,977.04
I-62	1	88.3219	706.5753	7,065.75	15,309.13	183,709.58
	2	93.2468	745.9740	7,459.74	16,162.77	193,953.23
	3	98.4461	787.5694	7,875.69	17,064.00	204,768.05
	4	103.9355	831.4843	8,314.84	18,015.49	216,185.92
	5	109.7310	877.8479	8,778.48	19,020.04	228,240.45
I-63	1	90.3588	722.8695	7,228.70	15,662.17	187,946.07
	2	95.3971	763.1767	7,631.77	16,535.50	198,425.95
	3	100.7164	805.7315	8,057.31	17,457.52	209,490.18
	4	106.3324	850.6590	8,506.59	18,430.95	221,171.34
	5	112.2615	898.0918	8,980.92	19,458.66	233,503.87
I-64	1	92.3955	739.1637	7,391.64	16,015.21	192,182.56

Fire Battalion Chief 80 Salary Rate Table Listing - Effective 9/30/2017

	2	97.5474	780.3794	7,803.79	16,908.22	202,898.65
	3	102.9866	823.8934	8,238.93	17,851.02	214,212.29
	4	108.7293	869.8338	8,698.34	18,846.40	226,156.78
	5	114.7920	918.3356	9,183.36	19,897.27	238,767.25
I-65	1	94.4323	755.4579	7,554.58	16,368.25	196,419.05
	2	99.6978	797.5823	7,975.82	17,280.95	207,371.39
	3	105.2569	842.0554	8,420.55	18,244.53	218,934.40
	4	111.1260	889.0084	8,890.08	19,261.85	231,142.19
	5	117.3224	938.5795	9,385.79	20,335.89	244,030.67
I-66	1	96.4690	771.7521	7,717.52	16,721.30	200,655.54
	2	101.8481	814.7849	8,147.85	17,653.67	211,844.08
	3	107.5271	860.2174	8,602.17	18,638.04	223,656.52
	4	113.5229	908.1831	9,081.83	19,677.30	236,127.60
	5	119.8529	958.8234	9,588.23	20,774.51	249,294.08
I-67	1	98.5058	788.0462	7,880.46	17,074.34	204,892.02
	2	103.9985	831.9877	8,319.88	18,026.40	216,316.80
	3	109.7974	878.3793	8,783.79	19,031.55	228,378.63
	4	115.9198	927.3578	9,273.58	20,092.75	241,113.03
	5	122.3834	979.0673	9,790.67	21,213.12	254,557.49
I-68	1	100.5425	804.3405	8,043.40	17,427.38	209,128.53
	2	106.1489	849.1905	8,491.91	18,399.13	220,789.53
	3	112.0676	896.5413	8,965.41	19,425.06	233,100.74
	4	118.3166	946.5325	9,465.33	20,508.21	246,098.46
	5	124.9139	999.3111	9,993.11	21,651.74	259,820.88

SWORN FIRE SALARY SCHEDULE

Effective September 29, 2018

<u>PAC #</u>	<u>CLASSIFICATION</u>	<u>SALARY SCHEDULE</u>	<u>MONTHLY SALARY RANGE</u>
NON-MANAGEMENT			
2530	FIREFIGHTER	F-35	\$ 8,110 - \$ 10,075
2540	FIREFIGHTER PARAMEDIC	Y-35	\$ 9,288 - \$ 11,539
2520	FIRE ENGINEER	S-47	\$ 10,639 - \$ 11,859
2510/2515	FIRE CAPTAIN (112/80)	A-53/B-53	\$ 12,522 - \$ 13,958
MANAGEMENT			
2500/2505	FIRE BATTALION CHIEF (112/80)	K-55/I-55	\$ 13,223 - \$ 16,428

Firefighter 112 Salary Rate Table Listing - Effective 9/29/2018

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
F-35	1	33.4188	374.2897	3,742.90	8,109.61	97,315.32
	2	35.2821	395.1601	3,951.60	8,561.80	102,741.63
	3	37.2495	417.1943	4,171.94	9,039.21	108,470.52
	4	39.3265	440.4570	4,404.57	9,543.24	114,518.83
	5	41.5194	465.0170	4,650.17	10,075.37	120,904.41
F-36	1	34.3378	384.5827	3,845.83	8,332.63	99,991.51
	2	36.2524	406.0270	4,060.27	8,797.25	105,567.03
	3	38.2738	428.6671	4,286.67	9,287.79	111,453.44
	4	40.4080	452.5696	4,525.70	9,805.67	117,668.09
	5	42.6612	477.8049	4,778.05	10,352.44	124,229.27
F-37	1	35.2568	394.8757	3,948.76	8,555.64	102,667.69
	2	37.2227	416.8939	4,168.94	9,032.70	108,392.41
	3	39.2982	440.1399	4,401.40	9,536.37	114,436.38
	4	41.4895	464.6821	4,646.82	10,068.11	120,817.35
	5	43.8029	490.5928	4,905.93	10,629.51	127,554.12
F-38	1	36.1758	405.1687	4,051.69	8,778.66	105,343.86
	2	38.1929	427.7609	4,277.61	9,268.15	111,217.83
	3	40.3226	451.6127	4,516.13	9,784.94	117,419.31
	4	42.5710	476.7947	4,767.95	10,330.55	123,966.63
	5	44.9447	503.3808	5,033.81	10,906.59	130,879.02
F-39	1	37.0948	415.4616	4,154.62	9,001.67	108,020.01
	2	39.1632	438.6278	4,386.28	9,503.60	114,043.23
	3	41.3470	463.0856	4,630.86	10,033.52	120,402.26
	4	43.6524	488.9073	4,889.07	10,592.99	127,115.89
	5	46.0865	516.1687	5,161.69	11,183.66	134,203.87
F-40	1	38.0138	425.7546	4,257.55	9,224.68	110,696.20
	2	40.1335	449.4946	4,494.95	9,739.05	116,868.60
	3	42.3713	474.5584	4,745.58	10,282.10	123,385.19
	4	44.7339	501.0198	5,010.20	10,855.43	130,265.15
	5	47.2283	528.9567	5,289.57	11,460.73	137,528.75
F-41	1	38.9329	436.0476	4,360.48	9,447.70	113,372.37
	2	41.1038	460.3616	4,603.62	9,974.50	119,694.01
	3	43.3956	486.0313	4,860.31	10,530.68	126,368.14
	4	45.8154	513.1324	5,131.32	11,117.87	133,414.43
	5	48.3701	541.7447	5,417.45	11,737.80	140,853.62
F-42	1	39.8519	446.3405	4,463.41	9,670.71	116,048.53
	2	42.0739	471.2285	4,712.28	10,209.95	122,519.40
	3	44.4200	497.5041	4,975.04	10,779.26	129,351.06
	4	46.8969	525.2450	5,252.45	11,380.31	136,563.70
	5	49.5119	554.5326	5,545.33	12,014.87	144,178.47
F-43	1	40.7708	456.6335	4,566.33	9,893.73	118,724.70
	2	43.0442	482.0954	4,820.95	10,445.40	125,344.81
	3	45.4444	508.9770	5,089.77	11,027.84	132,334.02
	4	47.9784	537.3575	5,373.58	11,642.75	139,712.96
	5	50.6537	567.3207	5,673.21	12,291.95	147,503.37
F-44	1	41.6898	466.9265	4,669.26	10,116.74	121,400.88

Firefighter 112 Salary Rate Table Listing - Effective 9/29/2018

	2	44.0145	492.9622	4,929.62	10,680.85	128,170.18
	3	46.4688	520.4498	5,204.50	11,276.41	135,316.94
	4	49.0598	549.4702	5,494.70	11,905.19	142,862.24
	5	51.7954	580.1087	5,801.09	12,569.02	150,828.25
F-45	1	42.6088	477.2194	4,772.19	10,339.75	124,077.05
	2	44.9847	503.8292	5,038.29	10,916.30	130,995.59
	3	47.4931	531.9227	5,319.23	11,524.99	138,299.89
	4	50.1413	561.5827	5,615.83	12,167.62	146,011.49
	5	52.9372	592.8965	5,928.97	12,846.09	154,153.10
F-46	1	43.5279	487.5124	4,875.12	10,562.77	126,753.22
	2	45.9550	514.6961	5,146.96	11,151.75	133,820.98
	3	48.5175	543.3956	5,433.96	11,773.57	141,282.85
	4	51.2228	573.6953	5,736.95	12,430.07	149,160.78
	5	54.0789	605.6845	6,056.84	13,123.16	157,477.96
F-47	1	44.4469	497.8053	4,978.05	10,785.78	129,429.39
	2	46.9253	525.5630	5,255.63	11,387.20	136,646.38
	3	49.5418	554.8684	5,548.68	12,022.15	144,265.78
	4	52.3043	585.8078	5,858.08	12,692.50	152,310.04
	5	55.2208	618.4725	6,184.73	13,400.24	160,802.86
F-48	1	45.3659	508.0983	5,080.98	11,008.80	132,105.56
	2	47.8955	536.4299	5,364.30	11,622.65	139,471.77
	3	50.5662	566.3413	5,663.41	12,270.73	147,248.73
	4	53.3857	597.9204	5,979.20	12,954.94	155,459.30
	5	56.3625	631.2604	6,312.60	13,677.31	164,127.71
F-49	1	46.2849	518.3913	5,183.91	11,231.81	134,781.73
	2	48.8658	547.2968	5,472.97	11,858.10	142,297.17
	3	51.5905	577.8140	5,778.14	12,519.30	150,231.65
	4	54.4672	610.0330	6,100.33	13,217.38	158,608.58
	5	57.5043	644.0483	6,440.48	13,954.38	167,452.57
F-50	1	47.2039	528.6843	5,286.84	11,454.83	137,457.91
	2	49.8361	558.1637	5,581.64	12,093.55	145,122.57
	3	52.6149	589.2869	5,892.87	12,767.88	153,214.60
	4	55.5488	622.1455	6,221.46	13,479.82	161,757.84
	5	58.6461	656.8364	6,568.36	14,231.46	170,777.46
F-51	1	48.1229	538.9773	5,389.77	11,677.84	140,134.09
	2	50.8063	569.0306	5,690.31	12,329.00	147,947.95
	3	53.6393	600.7597	6,007.60	13,016.46	156,197.53
	4	56.6302	634.2582	6,342.58	13,742.26	164,907.12
	5	59.7879	669.6243	6,696.24	14,508.53	174,102.32
F-52	1	49.0420	549.2702	5,492.70	11,900.85	142,810.25
	2	51.7766	579.8975	5,798.98	12,564.45	150,773.36
	3	54.6637	612.2326	6,122.33	13,265.04	159,180.47
	4	57.7117	646.3707	6,463.71	14,004.70	168,056.39
	5	60.9296	682.4122	6,824.12	14,785.60	177,427.18
F-53	1	49.9610	559.5632	5,595.63	12,123.87	145,486.44
	2	52.7468	590.7643	5,907.64	12,799.89	153,598.72
	3	55.6879	623.7054	6,237.05	13,513.62	162,163.40

Firefighter 112 Salary Rate Table Listing - Effective 9/29/2018

	4	58.7931	658.4832	6,584.83	14,267.14	171,205.62
	5	62.0714	695.2003	6,952.00	15,062.67	180,752.07
F-54	1	50.8800	569.8562	5,698.56	12,346.88	148,162.60
	2	53.7171	601.6313	6,016.31	13,035.35	156,424.14
	3	56.7123	635.1783	6,351.78	13,762.20	165,146.36
	4	59.8746	670.5958	6,705.96	14,529.58	174,354.90
	5	63.2132	707.9882	7,079.88	15,339.74	184,076.93
F-55	1	51.7990	580.1491	5,801.49	12,569.90	150,838.76
	2	54.6873	612.4983	6,124.98	13,270.80	159,249.55
	3	57.7367	646.6511	6,466.51	14,010.77	168,129.29
	4	60.9561	682.7083	6,827.08	14,792.01	177,504.17
	5	64.3550	720.7763	7,207.76	15,616.82	187,401.83
F-56	1	52.7180	590.4421	5,904.42	12,792.91	153,514.94
	2	55.6576	623.3651	6,233.65	13,506.24	162,074.93
	3	58.7611	658.1239	6,581.24	14,259.35	171,112.22
	4	62.0376	694.8209	6,948.21	15,054.45	180,653.44
	5	65.4968	733.5642	7,335.64	15,893.89	190,726.69
F-57	1	53.6371	600.7351	6,007.35	13,015.93	156,191.12
	2	56.6279	634.2320	6,342.32	13,741.69	164,900.32
	3	59.7854	669.5968	6,695.97	14,507.93	174,095.17
	4	63.1190	706.9335	7,069.33	15,316.89	183,802.71
	5	66.6386	746.3521	7,463.52	16,170.96	194,051.54
F-58	1	54.5561	611.0280	6,110.28	13,238.94	158,867.27
	2	57.5981	645.0989	6,450.99	13,977.14	167,725.72
	3	60.8098	681.0696	6,810.70	14,756.51	177,078.10
	4	64.2005	719.0461	7,190.46	15,579.33	186,951.98
	5	67.7804	759.1401	7,591.40	16,448.04	197,376.43
F-59	1	55.4751	621.3210	6,213.21	13,461.95	161,543.45
	2	58.5684	655.9658	6,559.66	14,212.59	170,551.12
	3	61.8341	692.5425	6,925.42	15,005.09	180,061.05
	4	65.2821	731.1586	7,311.59	15,841.77	190,101.24
	5	68.9221	771.9281	7,719.28	16,725.11	200,701.31
F-60	1	56.3941	631.6140	6,316.14	13,684.97	164,219.64
	2	59.5387	666.8327	6,668.33	14,448.04	173,376.50
	3	62.8585	704.0153	7,040.15	15,253.67	183,043.98
	4	66.3635	743.2712	7,432.71	16,104.21	193,250.51
	5	70.0639	784.7160	7,847.16	17,002.18	204,026.16

Firefighter Paramedic 112 Salary Rate Table Listing - Effective 9/29/2018

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
Y-35	1	38.2735	428.6625	4,286.63	9,287.69	111,452.25
	2	40.4076	452.5647	4,525.65	9,805.57	117,666.83
	3	42.6607	477.7998	4,778.00	10,352.33	124,227.94
	4	45.0395	504.4419	5,044.42	10,929.58	131,154.90
	5	47.5509	532.5695	5,325.70	11,539.01	138,468.08
Y-36	1	39.3260	440.4507	4,404.51	9,543.10	114,517.19
	2	41.5188	465.0103	4,650.10	10,075.22	120,902.69
	3	43.8338	490.9392	4,909.39	10,637.02	127,644.20
	4	46.2780	518.3140	5,183.14	11,230.14	134,761.65
	5	48.8585	547.2152	5,472.15	11,856.33	142,275.96
Y-37	1	40.3785	452.2390	4,522.39	9,798.51	117,582.15
	2	42.6300	477.4558	4,774.56	10,344.88	124,138.50
	3	45.0071	504.0787	5,040.79	10,921.71	131,060.47
	4	47.5166	532.1862	5,321.86	11,530.70	138,368.41
	5	50.1662	561.8610	5,618.61	12,173.65	146,083.85
Y-38	1	41.4310	464.0272	4,640.27	10,053.92	120,647.06
	2	43.7412	489.9014	4,899.01	10,614.53	127,374.36
	3	46.1802	517.2183	5,172.18	11,206.40	134,476.76
	4	48.7552	546.0583	5,460.58	11,831.26	141,975.16
	5	51.4738	576.5066	5,765.07	12,490.98	149,891.71
Y-39	1	42.4835	475.8154	4,758.15	10,309.33	123,712.01
	2	44.8524	502.3469	5,023.47	10,884.18	130,610.20
	3	47.3534	530.3578	5,303.58	11,491.09	137,893.02
	4	49.9938	559.9305	5,599.31	12,131.83	145,581.93
	5	52.7814	591.1522	5,911.52	12,808.30	153,699.56
Y-40	1	43.5361	487.6036	4,876.04	10,564.75	126,776.94
	2	45.9636	514.7924	5,147.92	11,153.84	133,846.02
	3	48.5265	543.4973	5,434.97	11,775.77	141,309.29
	4	51.2324	573.8027	5,738.03	12,432.39	149,188.71
	5	54.0891	605.7979	6,057.98	13,125.62	157,507.45
Y-41	1	44.5886	499.3919	4,993.92	10,820.16	129,841.89
	2	47.0748	527.2380	5,272.38	11,423.49	137,081.87
	3	49.6997	556.6368	5,566.37	12,060.46	144,725.56
	4	52.4710	587.6748	5,876.75	12,732.95	152,795.44
	5	55.3968	620.4435	6,204.44	13,442.94	161,315.31
Y-42	1	45.6411	511.1801	5,111.80	11,075.57	132,906.82
	2	48.1860	539.6835	5,396.83	11,693.14	140,317.70
	3	50.8729	569.7762	5,697.76	12,345.15	148,141.82
	4	53.7096	601.5469	6,015.47	13,033.52	156,402.20
	5	56.7044	635.0892	6,350.89	13,760.27	165,123.19
Y-43	1	46.6936	522.9683	5,229.68	11,330.98	135,971.75
	2	49.2972	552.1290	5,521.29	11,962.80	143,553.55
	3	52.0461	582.9157	5,829.16	12,629.84	151,558.08
	4	54.9481	615.4192	6,154.19	13,334.08	160,008.98
	5	58.0121	649.7348	6,497.35	14,077.59	168,931.05
Y-44	1	47.7462	534.7565	5,347.57	11,586.39	139,036.70

Firefighter Paramedic 112 Salary Rate Table Listing - Effective 9/29/2018

	2	50.4085	564.5746	5,645.75	12,232.45	146,789.39
	3	53.2192	596.0552	5,960.55	12,914.53	154,974.36
	4	56.1867	629.2913	6,292.91	13,634.64	163,615.73
	5	59.3197	664.3805	6,643.81	14,394.91	172,738.93
Y-45	1	48.7987	546.5447	5,465.45	11,841.80	142,101.63
	2	51.5196	577.0200	5,770.20	12,502.10	150,025.21
	3	54.3924	609.1947	6,091.95	13,199.22	158,390.62
	4	57.4253	643.1634	6,431.63	13,935.21	167,222.49
	5	60.6273	679.0262	6,790.26	14,712.23	176,546.81
Y-46	1	49.8512	558.3329	5,583.33	12,097.21	145,166.56
	2	52.6309	589.4656	5,894.66	12,771.75	153,261.05
	3	55.5655	622.3342	6,223.34	13,483.91	161,806.90
	4	58.6639	657.0355	6,570.36	14,235.77	170,829.24
	5	61.9350	693.6718	6,936.72	15,029.56	180,354.68
Y-47	1	50.9037	570.1212	5,701.21	12,352.63	148,231.50
	2	53.7421	601.9111	6,019.11	13,041.41	156,496.88
	3	56.7388	635.4737	6,354.74	13,768.60	165,223.17
	4	59.9025	670.9077	6,709.08	14,536.33	174,436.00
	5	63.2426	708.3175	7,083.17	15,346.88	184,162.55
Y-48	1	51.9562	581.9094	5,819.09	12,608.04	151,296.44
	2	54.8533	614.3567	6,143.57	13,311.06	159,732.75
	3	57.9119	648.6132	6,486.13	14,053.29	168,639.44
	4	61.1411	684.7799	6,847.80	14,836.90	178,042.77
	5	64.5503	722.9632	7,229.63	15,664.20	187,970.43
Y-49	1	53.0088	593.6976	5,936.98	12,863.45	154,361.38
	2	55.9645	626.8022	6,268.02	13,580.72	162,968.58
	3	59.0851	661.7527	6,617.53	14,337.98	172,055.70
	4	62.3796	698.6520	6,986.52	15,137.46	181,649.51
	5	65.8579	737.6089	7,376.09	15,981.53	191,778.31
Y-50	1	54.0613	605.4858	6,054.86	13,118.86	157,426.32
	2	57.0757	639.2477	6,392.48	13,850.37	166,204.41
	3	60.2582	674.8922	6,748.92	14,622.66	175,471.96
	4	63.6182	712.5242	7,125.24	15,438.02	185,256.28
	5	67.1656	752.2545	7,522.55	16,298.85	195,586.17
Y-51	1	55.1138	617.2740	6,172.74	13,374.27	160,491.25
	2	58.1869	651.6933	6,516.93	14,120.02	169,440.25
	3	61.4314	688.0317	6,880.32	14,907.35	178,888.24
	4	64.8568	726.3964	7,263.96	15,738.59	188,863.06
	5	68.4732	766.9002	7,669.00	16,616.17	199,394.04
Y-52	1	56.1663	629.0623	6,290.62	13,629.68	163,556.20
	2	59.2981	664.1387	6,641.39	14,389.67	172,676.07
	3	62.6046	701.1712	7,011.71	15,192.04	182,304.50
	4	66.0954	740.2685	7,402.68	16,039.15	192,469.80
	5	69.7809	781.5458	7,815.46	16,933.49	203,201.91
Y-53	1	57.2188	640.8505	6,408.50	13,885.09	166,621.12
	2	60.4093	676.5843	6,765.84	14,659.33	175,911.93
	3	63.7778	714.3107	7,143.11	15,476.73	185,720.78

Firefighter Paramedic 112 Salary Rate Table Listing - Effective 9/29/2018

	4	67.3340	754.1407	7,541.41	16,339.71	196,076.57
	5	71.0885	796.1914	7,961.91	17,250.81	207,009.77
Y-54	1	58.2713	652.6387	6,526.39	14,140.51	169,686.07
	2	61.5205	689.0298	6,890.30	14,928.98	179,147.76
	3	64.9509	727.4502	7,274.50	15,761.42	189,137.04
	4	68.5726	768.0128	7,680.13	16,640.28	199,683.32
	5	72.3962	810.8372	8,108.37	17,568.14	210,817.66
Y-55	1	59.3238	664.4269	6,644.27	14,395.92	172,751.00
	2	62.6317	701.4754	7,014.75	15,198.63	182,383.60
	3	66.1241	740.5897	7,405.90	16,046.11	192,553.31
	4	69.8112	781.8850	7,818.85	16,940.84	203,290.10
	5	73.7038	825.4828	8,254.83	17,885.46	214,625.52
Y-56	1	60.3763	676.2151	6,762.15	14,651.33	175,815.93
	2	63.7429	713.9209	7,139.21	15,468.29	185,619.43
	3	67.2972	753.7291	7,537.29	16,330.80	195,969.57
	4	71.0497	795.7571	7,957.57	17,241.40	206,896.85
	5	75.0114	840.1285	8,401.28	18,202.78	218,433.40
Y-57	1	61.4288	688.0034	6,880.03	14,906.74	178,880.88
	2	64.8541	726.3664	7,263.66	15,737.94	188,855.26
	3	68.4704	766.8687	7,668.69	16,615.49	199,385.86
	4	72.2883	809.6292	8,096.29	17,541.97	210,503.60
	5	76.3191	854.7742	8,547.74	18,520.11	222,241.28
Y-58	1	62.4814	699.7915	6,997.92	15,162.15	181,945.80
	2	65.9654	738.8120	7,388.12	16,007.59	192,091.13
	3	69.6436	780.0082	7,800.08	16,900.18	202,802.12
	4	73.5269	823.5014	8,235.01	17,842.53	214,110.36
	5	77.6268	869.4198	8,694.20	18,837.43	226,049.15
Y-59	1	63.5339	711.5798	7,115.80	15,417.56	185,010.76
	2	67.0765	751.2575	7,512.57	16,277.25	195,326.94
	3	70.8168	793.1477	7,931.48	17,184.87	206,218.39
	4	74.7655	837.3736	8,373.74	18,143.09	217,717.13
	5	78.9344	884.0654	8,840.65	19,154.75	229,857.00
Y-60	1	64.5864	723.3680	7,233.68	15,672.97	188,075.67
	2	68.1878	763.7030	7,637.03	16,546.90	198,562.78
	3	71.9899	806.2871	8,062.87	17,469.55	209,634.64
	4	76.0041	851.2457	8,512.46	18,443.66	221,323.89
	5	80.2421	898.7111	8,987.11	19,472.07	233,664.88

Fire Engineer 112 Salary Rate Table Listing - Effective 9/29/2018

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
S-47	1	43.8427	491.0377	4,910.38	10,639.15	127,669.79
	2	46.2873	518.4179	5,184.18	11,232.39	134,788.66
	3	48.8683	547.3249	5,473.25	11,858.71	142,304.47
S-48	1	45.0483	504.5412	5,045.41	10,931.73	131,180.70
	2	47.5602	532.6745	5,326.74	11,541.28	138,495.36
	3	50.2121	562.3763	5,623.76	12,184.82	146,217.84
S-49	1	46.2540	518.0447	5,180.45	11,224.30	134,691.63
	2	48.8331	546.9309	5,469.31	11,850.17	142,202.04
	3	51.5561	577.4277	5,774.28	12,510.93	150,131.21
S-50	1	47.4596	531.5483	5,315.48	11,516.88	138,202.56
	2	50.1060	561.1874	5,611.87	12,159.06	145,908.73
	3	52.8999	592.4792	5,924.79	12,837.05	154,044.59
S-51	1	48.6654	545.0518	5,450.52	11,809.46	141,713.46
	2	51.3789	575.4438	5,754.44	12,467.95	149,615.40
	3	54.2438	607.5307	6,075.31	13,163.16	157,957.97
S-52	1	49.8710	558.5553	5,585.55	12,102.03	145,224.39
	2	52.6518	589.7003	5,897.00	12,776.84	153,322.09
	3	55.5877	622.5820	6,225.82	13,489.28	161,871.33
S-53	1	51.0767	572.0589	5,720.59	12,394.61	148,735.32
	2	53.9247	603.9569	6,039.57	13,085.73	157,028.79
	3	56.9315	637.6335	6,376.33	13,815.39	165,784.70
S-54	1	52.2823	585.5624	5,855.62	12,687.19	152,246.23
	2	55.1976	618.2134	6,182.13	13,394.62	160,735.48
	3	58.2754	652.6849	6,526.85	14,141.51	169,698.07
S-55	1	53.4880	599.0660	5,990.66	12,979.76	155,757.15
	2	56.4705	632.4699	6,324.70	13,703.51	164,442.17
	3	59.6193	667.7363	6,677.36	14,467.62	173,611.45
S-56	1	54.6937	612.5694	6,125.69	13,272.34	159,268.05
	2	57.7434	646.7264	6,467.26	14,012.41	168,148.86
	3	60.9632	682.7878	6,827.88	14,793.74	177,524.83
S-57	1	55.8994	626.0730	6,260.73	13,564.92	162,778.99
	2	59.0163	660.9828	6,609.83	14,321.30	171,855.54
	3	62.3071	697.8392	6,978.39	15,119.85	181,438.19
S-58	1	57.1051	639.5765	6,395.77	13,857.49	166,289.90
	2	60.2892	675.2393	6,752.39	14,630.19	175,562.22
	3	63.6510	712.8907	7,128.91	15,445.97	185,351.58
S-59	1	58.3107	653.0800	6,530.80	14,150.07	169,800.81
	2	61.5621	689.4958	6,894.96	14,939.08	179,268.90
	3	64.9948	727.9421	7,279.42	15,772.08	189,264.94
S-60	1	59.5164	666.5836	6,665.84	14,442.65	173,311.74
	2	62.8350	703.7522	7,037.52	15,247.97	182,975.58
	3	66.3388	742.9935	7,429.94	16,098.19	193,178.32

Fire Captain 112 Salary Rate Table Listing - Effective 9/29/2018

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
A-53	1	51.6028	577.9514	5,779.51	12,522.28	150,267.36
	2	54.4802	610.1780	6,101.78	13,220.52	158,646.27
	3	57.5179	644.2015	6,442.01	13,957.70	167,492.38
A-54	1	53.0219	593.8451	5,938.45	12,866.64	154,399.72
	2	55.9784	626.9578	6,269.58	13,584.09	163,009.04
	3	59.0997	661.9170	6,619.17	14,341.54	172,098.43
A-55	1	54.4410	609.7388	6,097.39	13,211.01	158,532.08
	2	57.4766	643.7378	6,437.38	13,947.65	167,371.82
	3	60.6815	679.6325	6,796.33	14,725.37	176,704.45
A-56	1	55.8600	625.6324	6,256.32	13,555.37	162,664.42
	2	58.9748	660.5177	6,605.18	14,311.22	171,734.60
	3	62.2632	697.3481	6,973.48	15,109.21	181,310.51
A-57	1	57.2791	641.5260	6,415.26	13,899.73	166,796.77
	2	60.4730	677.2975	6,772.98	14,674.78	176,097.36
	3	63.8450	715.0637	7,150.64	15,493.05	185,916.55
A-58	1	58.6982	657.4197	6,574.20	14,244.09	170,929.12
	2	61.9712	694.0774	6,940.77	15,038.34	180,460.12
	3	65.4267	732.7792	7,327.79	15,876.88	190,522.59
A-59	1	60.1172	673.3134	6,733.13	14,588.46	175,061.48
	2	63.4694	710.8573	7,108.57	15,401.91	184,822.89
	3	67.0085	750.4947	7,504.95	16,260.72	195,128.63
A-60	1	61.5363	689.2070	6,892.07	14,932.82	179,193.82
	2	64.9676	727.6373	7,276.37	15,765.47	189,185.69
	3	68.5902	768.2103	7,682.10	16,644.56	199,734.67
A-61	1	62.9554	705.1007	7,051.01	15,277.18	183,326.18
	2	66.4658	744.4171	7,444.17	16,129.04	193,548.45
	3	70.1720	785.9258	7,859.26	17,028.39	204,340.70
A-62	1	64.3745	720.9943	7,209.94	15,621.54	187,458.53
	2	67.9640	761.1970	7,611.97	16,492.60	197,911.21
	3	71.7537	803.6414	8,036.41	17,412.23	208,946.76
A-63	1	65.7936	736.8880	7,368.88	15,965.91	191,590.88
	2	69.4622	777.9768	7,779.77	16,856.17	202,273.98
	3	73.3354	821.3569	8,213.57	17,796.07	213,552.79
A-64	1	67.2127	752.7817	7,527.82	16,310.27	195,723.23
	2	70.9604	794.7568	7,947.57	17,219.73	206,636.78
	3	74.9171	839.0725	8,390.72	18,179.90	218,158.84
A-65	1	68.6317	768.6753	7,686.75	16,654.63	199,855.59
	2	72.4587	811.5367	8,115.37	17,583.29	210,999.53
	3	76.4989	856.7880	8,567.88	18,563.74	222,764.89
A-66	1	70.0508	784.5690	7,845.69	16,999.00	203,987.95
	2	73.9569	828.3166	8,283.17	17,946.86	215,362.31
	3	78.0807	874.5035	8,745.04	18,947.58	227,370.92

Fire Captain 80 Salary Rate Table Listing - Effective 9/29/2018

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
B-53	1	72.2439	577.9514	5,779.51	12,522.28	150,267.36
	2	76.2723	610.1780	6,101.78	13,220.52	158,646.27
	3	80.5251	644.2015	6,442.01	13,957.70	167,492.38
B-54	1	74.2306	593.8451	5,938.45	12,866.64	154,399.72
	2	78.3698	626.9578	6,269.58	13,584.09	163,009.04
	3	82.7396	661.9170	6,619.17	14,341.54	172,098.43
B-55	1	76.2174	609.7388	6,097.39	13,211.01	158,532.08
	2	80.4673	643.7378	6,437.38	13,947.65	167,371.82
	3	84.9541	679.6325	6,796.33	14,725.37	176,704.45
B-56	1	78.2040	625.6324	6,256.32	13,555.37	162,664.42
	2	82.5648	660.5177	6,605.18	14,311.22	171,734.60
	3	87.1685	697.3481	6,973.48	15,109.21	181,310.51
B-57	1	80.1908	641.5260	6,415.26	13,899.73	166,796.77
	2	84.6623	677.2975	6,772.98	14,674.78	176,097.36
	3	89.3830	715.0637	7,150.64	15,493.05	185,916.55
B-58	1	82.1775	657.4197	6,574.20	14,244.09	170,929.12
	2	86.7596	694.0774	6,940.77	15,038.34	180,460.12
	3	91.5974	732.7792	7,327.79	15,876.88	190,522.59
B-59	1	84.1641	673.3134	6,733.13	14,588.46	175,061.48
	2	88.8571	710.8573	7,108.57	15,401.91	184,822.89
	3	93.8119	750.4947	7,504.95	16,260.72	195,128.63
B-60	1	86.1509	689.2070	6,892.07	14,932.82	179,193.82
	2	90.9546	727.6373	7,276.37	15,765.47	189,185.69
	3	96.0263	768.2103	7,682.10	16,644.56	199,734.67
B-61	1	88.1376	705.1007	7,051.01	15,277.18	183,326.18
	2	93.0521	744.4171	7,444.17	16,129.04	193,548.45
	3	98.2408	785.9258	7,859.26	17,028.39	204,340.70
B-62	1	90.1243	720.9943	7,209.94	15,621.54	187,458.53
	2	95.1496	761.1970	7,611.97	16,492.60	197,911.21
	3	100.4551	803.6414	8,036.41	17,412.23	208,946.76
B-63	1	92.1110	736.8880	7,368.88	15,965.91	191,590.88
	2	97.2471	777.9768	7,779.77	16,856.17	202,273.98
	3	102.6696	821.3569	8,213.57	17,796.07	213,552.79
B-64	1	94.0978	752.7817	7,527.82	16,310.27	195,723.23
	2	99.3446	794.7568	7,947.57	17,219.73	206,636.78
	3	104.8840	839.0725	8,390.72	18,179.90	218,158.84
B-65	1	96.0844	768.6753	7,686.75	16,654.63	199,855.59
	2	101.4421	811.5367	8,115.37	17,583.29	210,999.53
	3	107.0985	856.7880	8,567.88	18,563.74	222,764.89
B-66	1	98.0711	784.5690	7,845.69	16,999.00	203,987.95
	2	103.5396	828.3166	8,283.17	17,946.86	215,362.31
	3	109.3130	874.5035	8,745.04	18,947.58	227,370.92

Fire Battalion Chief 112 Salary Rate Table Listing - Effective 9/29/2018

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
K-55	1	54.4904	610.2915	6,102.92	13,222.98	158,675.80
	2	57.5287	644.3213	6,443.21	13,960.30	167,523.54
	3	60.7365	680.2487	6,802.49	14,738.72	176,864.66
	4	64.1231	718.1793	7,181.79	15,560.55	186,726.63
	5	67.6987	758.2250	7,582.25	16,428.21	197,138.51
K-56	1	55.9888	627.0745	6,270.74	13,586.61	163,039.37
	2	59.1107	662.0402	6,620.40	14,344.20	172,130.44
	3	62.4068	698.9555	6,989.56	15,144.04	181,728.43
	4	65.8865	737.9292	7,379.29	15,988.47	191,861.60
	5	69.5604	779.0762	7,790.76	16,879.99	202,559.82
K-57	1	57.4873	643.8575	6,438.58	13,950.25	167,402.95
	2	60.6928	679.7590	6,797.59	14,728.11	176,737.35
	3	64.0770	717.6624	7,176.62	15,549.35	186,592.23
	4	67.6499	757.6793	7,576.79	16,416.38	196,996.61
	5	71.4221	799.9274	7,999.27	17,331.76	207,981.13
K-58	1	58.9858	660.6405	6,606.41	14,313.88	171,766.54
	2	62.2748	697.4778	6,974.78	15,112.02	181,344.22
	3	65.7472	736.3692	7,363.69	15,954.67	191,455.99
	4	69.4133	777.4292	7,774.29	16,844.30	202,131.59
	5	73.2838	820.7787	8,207.79	17,783.54	213,402.45
K-59	1	60.4842	677.4235	6,774.23	14,677.51	176,130.10
	2	63.8569	715.1966	7,151.97	15,495.93	185,951.12
	3	67.4175	755.0760	7,550.76	16,359.98	196,319.76
	4	71.1767	797.1790	7,971.79	17,272.21	207,266.54
	5	75.1455	841.6298	8,416.30	18,235.31	218,823.75
K-60	1	61.9828	694.2066	6,942.07	15,041.14	180,493.71
	2	65.4389	732.9155	7,329.16	15,879.84	190,558.03
	3	69.0878	773.7829	7,737.83	16,765.30	201,183.56
	4	72.9401	816.9290	8,169.29	17,700.13	212,401.53
	5	77.0072	862.4810	8,624.81	18,687.09	224,245.05
K-61	1	63.4813	710.9895	7,109.90	15,404.77	184,857.28
	2	67.0209	750.6344	7,506.34	16,263.75	195,164.95
	3	70.7580	792.4897	7,924.90	17,170.61	206,047.32
	4	74.7035	836.6790	8,366.79	18,128.04	217,536.53
	5	78.8689	883.3321	8,833.32	19,138.86	229,666.35
K-62	1	64.9797	727.7726	7,277.73	15,768.41	189,220.87
	2	68.6029	768.3532	7,683.53	16,647.65	199,771.83
	3	72.4283	811.1965	8,111.97	17,575.92	210,911.09
	4	76.4669	856.4288	8,564.29	18,555.96	222,671.50
	5	80.7306	904.1833	9,041.83	19,590.64	235,087.66
K-63	1	66.4782	744.5556	7,445.56	16,132.04	193,584.45
	2	70.1850	786.0720	7,860.72	17,031.56	204,378.73
	3	74.0985	829.9034	8,299.03	17,981.24	215,774.89
	4	78.2303	876.1788	8,761.79	18,983.87	227,806.48
	5	82.5924	925.0346	9,250.35	20,042.42	240,508.99
K-64	1	67.9767	761.3386	7,613.39	16,495.67	197,948.04

Fire Battalion Chief 112 Salary Rate Table Listing - Effective 9/29/2018

	2	71.7671	803.7908	8,037.91	17,415.47	208,985.61
	3	75.7688	848.6102	8,486.10	18,386.56	220,638.66
	4	79.9937	895.9288	8,959.29	19,411.79	232,941.48
	5	84.4541	945.8857	9,458.86	20,494.19	245,930.27
K-65	1	69.4752	778.1216	7,781.22	16,859.30	202,311.62
	2	73.3491	821.5097	8,215.10	17,799.38	213,592.53
	3	77.4390	867.3170	8,673.17	18,791.87	225,502.43
	4	81.7571	915.6787	9,156.79	19,839.71	238,076.46
	5	86.3158	966.7369	9,667.37	20,945.97	251,351.59
K-66	1	70.9737	794.9047	7,949.05	17,222.93	206,675.21
	2	74.9311	839.2285	8,392.28	18,183.28	218,199.40
	3	79.1093	886.0239	8,860.24	19,197.19	230,366.22
	4	83.5204	935.4286	9,354.29	20,267.62	243,211.43
	5	88.1775	987.5881	9,875.88	21,397.74	256,772.90
K-67	1	72.4721	811.6876	8,116.88	17,586.57	211,038.78
	2	76.5131	856.9473	8,569.47	18,567.19	222,806.31
	3	80.7796	904.7307	9,047.31	19,602.50	235,229.99
	4	85.2838	955.1785	9,551.79	20,695.54	248,346.42
	5	90.0392	1,008.4393	10,084.39	21,849.52	262,194.21
K-68	1	73.9706	828.4707	8,284.71	17,950.20	215,402.39
	2	78.0952	874.6662	8,746.66	18,951.10	227,413.22
	3	82.4498	923.4375	9,234.38	20,007.81	240,093.76
	4	87.0472	974.9285	9,749.29	21,123.45	253,481.41
	5	91.9009	1,029.2904	10,292.90	22,301.29	267,615.51

Fire Battalion Chief 80 Salary Rate Table Listing - Effective 9/29/2018

Range	Step	Hourly	Daily	Biweekly	Monthly	Annually
I-55	1	76.2865	610.2915	6,102.92	13,222.98	158,675.80
	2	80.5401	644.3213	6,443.21	13,960.30	167,523.54
	3	85.0311	680.2487	6,802.49	14,738.72	176,864.66
	4	89.7724	718.1793	7,181.79	15,560.55	186,726.63
	5	94.7781	758.2250	7,582.25	16,428.21	197,138.51
I-56	1	78.3843	627.0745	6,270.74	13,586.61	163,039.37
	2	82.7550	662.0402	6,620.40	14,344.20	172,130.44
	3	87.3695	698.9555	6,989.56	15,144.04	181,728.43
	4	92.2411	737.9292	7,379.29	15,988.47	191,861.60
	5	97.3845	779.0762	7,790.76	16,879.99	202,559.82
I-57	1	80.4823	643.8575	6,438.58	13,950.25	167,402.95
	2	84.9699	679.7590	6,797.59	14,728.11	176,737.35
	3	89.7078	717.6624	7,176.62	15,549.35	186,592.23
	4	94.7099	757.6793	7,576.79	16,416.38	196,996.61
	5	99.9909	799.9274	7,999.27	17,331.76	207,981.13
I-58	1	82.5801	660.6405	6,606.41	14,313.88	171,766.54
	2	87.1848	697.4778	6,974.78	15,112.02	181,344.22
	3	92.0461	736.3692	7,363.69	15,954.67	191,455.99
	4	97.1786	777.4292	7,774.29	16,844.30	202,131.59
	5	102.5974	820.7787	8,207.79	17,783.54	213,402.45
I-59	1	84.6779	677.4235	6,774.23	14,677.51	176,130.10
	2	89.3996	715.1966	7,151.97	15,495.93	185,951.12
	3	94.3845	755.0760	7,550.76	16,359.98	196,319.76
	4	99.6474	797.1790	7,971.79	17,272.21	207,266.54
	5	105.2038	841.6298	8,416.30	18,235.31	218,823.75
I-60	1	86.7759	694.2066	6,942.07	15,041.14	180,493.71
	2	91.6145	732.9155	7,329.16	15,879.84	190,558.03
	3	96.7229	773.7829	7,737.83	16,765.30	201,183.56
	4	102.1161	816.9290	8,169.29	17,700.13	212,401.53
	5	107.8101	862.4810	8,624.81	18,687.09	224,245.05
I-61	1	88.8738	710.9895	7,109.90	15,404.77	184,857.28
	2	93.8293	750.6344	7,506.34	16,263.75	195,164.95
	3	99.0613	792.4897	7,924.90	17,170.61	206,047.32
	4	104.5849	836.6790	8,366.79	18,128.04	217,536.53
	5	110.4165	883.3321	8,833.32	19,138.86	229,666.35
I-62	1	90.9716	727.7726	7,277.73	15,768.41	189,220.87
	2	96.0441	768.3532	7,683.53	16,647.65	199,771.83
	3	101.3996	811.1965	8,111.97	17,575.92	210,911.09
	4	107.0536	856.4288	8,564.29	18,555.96	222,671.50
	5	113.0229	904.1833	9,041.83	19,590.64	235,087.66
I-63	1	93.0695	744.5556	7,445.56	16,132.04	193,584.45
	2	98.2590	786.0720	7,860.72	17,031.56	204,378.73
	3	103.7379	829.9034	8,299.03	17,981.24	215,774.89
	4	109.5224	876.1788	8,761.79	18,983.87	227,806.48
	5	115.6294	925.0346	9,250.35	20,042.42	240,508.99
I-64	1	95.1674	761.3386	7,613.39	16,495.67	197,948.04

Fire Battalion Chief 80 Salary Rate Table Listing - Effective 9/29/2018

	2	100.4739	803.7908	8,037.91	17,415.47	208,985.61
	3	106.0763	848.6102	8,486.10	18,386.56	220,638.66
	4	111.9911	895.9288	8,959.29	19,411.79	232,941.48
	5	118.2358	945.8857	9,458.86	20,494.19	245,930.27
I-65	1	97.2653	778.1216	7,781.22	16,859.30	202,311.62
	2	102.6888	821.5097	8,215.10	17,799.38	213,592.53
	3	108.4146	867.3170	8,673.17	18,791.87	225,502.43
	4	114.4599	915.6787	9,156.79	19,839.71	238,076.46
	5	120.8421	966.7369	9,667.37	20,945.97	251,351.59
I-66	1	99.3631	794.9047	7,949.05	17,222.93	206,675.21
	2	104.9035	839.2285	8,392.28	18,183.28	218,199.40
	3	110.7530	886.0239	8,860.24	19,197.19	230,366.22
	4	116.9286	935.4286	9,354.29	20,267.62	243,211.43
	5	123.4485	987.5881	9,875.88	21,397.74	256,772.90
I-67	1	101.4610	811.6876	8,116.88	17,586.57	211,038.78
	2	107.1184	856.9473	8,569.47	18,567.19	222,806.30
	3	113.0914	904.7307	9,047.31	19,602.50	235,229.99
	4	119.3974	955.1785	9,551.79	20,695.54	248,346.42
	5	126.0549	1,008.4393	10,084.39	21,849.52	262,194.21
I-68	1	103.5589	828.4707	8,284.71	17,950.20	215,402.39
	2	109.3333	874.6662	8,746.66	18,951.10	227,413.22
	3	115.4298	923.4375	9,234.38	20,007.81	240,093.76
	4	121.8661	974.9285	9,749.29	21,123.45	253,481.41
	5	128.6613	1,029.2904	10,292.90	22,301.29	267,615.51

EXHIBIT B

DEFINITIONS OF "NEW MEMBER" AND "CLASSIC MEMBER" PER THE PUBLIC EMPLOYEES' PENSION REFORM ACT OF 2013 (PEPRA)

The parties acknowledge that the PEPRA controls over definitions such as "new member" and "classic member" and put their understanding of the definitions in their MOU for informational purposes so that employees understand their retirement benefits.

New Member

Government Code section 7522.04(f) defines "new member" as follows:

- (f) "New member" means any of the following:
- (1) An individual who becomes a member of any public retirement system for the first time on or after January 1, 2013, and who was not a member of any other public retirement system prior to that date.
 - (2) An individual who becomes a member of a public retirement system for the first time on or after January 1, 2013, and who was a member of another public retirement system prior to that date, but who was not subject to reciprocity under subdivision (c) of Section 7522.02.
 - (3) An individual who was an active member in a retirement system and who, after a break in service of more than six months, returned to active membership in that system with a new employer.

Classic Member

CalPERS refers to all members who do not fit the definition of new member as a classic member.