

Salaries and Impacts Were Not Developed for Negotiations - Built to Test the Formulas Contained Within the Spreadsheet
Impact from FY 23/24 (Year 3 Step Plan Base Rate) to Draft Base Rate FY 24/25

Rank & File
PARAMEDIC (NON-FIRE CERT)

Single Cert Long	\$2,000.00
------------------	------------

October 2023 (FY 23/24)

Paramedic	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly Rate	\$ 13.28	\$ 13.57	\$ 13.86	\$ 14.15	\$ 14.44	\$ 14.73	\$ 15.02	\$ 15.31	\$ 15.60	\$ 15.89	\$ 16.18	\$ 16.47	\$ 16.76	\$ 17.05	\$ 17.34	\$ 17.63
Base Annual	\$ 44,195.84	\$ 45,160.96	\$ 46,126.08	\$ 47,091.20	\$ 48,056.32	\$ 49,021.44	\$ 49,986.56	\$ 50,951.68	\$ 51,916.80	\$ 52,881.92	\$ 53,847.04	\$ 54,812.16	\$ 55,777.28	\$ 56,742.40	\$ 57,707.52	\$ 58,672.64
PM Holiday	\$ 1,636.10	\$ 1,671.82	\$ 1,707.55	\$ 1,743.28	\$ 1,779.01	\$ 1,814.74	\$ 1,850.46	\$ 1,886.19	\$ 1,921.92	\$ 1,957.65	\$ 1,993.38	\$ 2,029.10	\$ 2,064.83	\$ 2,100.56	\$ 2,136.29	\$ 2,172.02
PM Annual	\$ 45,831.94	\$ 46,832.78	\$ 47,833.63	\$ 48,834.48	\$ 49,835.33	\$ 50,836.18	\$ 51,837.02	\$ 52,837.87	\$ 53,838.72	\$ 54,839.57	\$ 55,840.42	\$ 56,841.26	\$ 57,842.11	\$ 58,842.96	\$ 59,843.81	\$ 60,844.66

Year 1

Paramedic	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly Rate	\$ 15.75	\$ 16.00	\$ 16.26	\$ 16.52	\$ 16.78	\$ 17.05	\$ 17.32	\$ 17.63	\$ 17.99	\$ 18.35	\$ 18.72	\$ 19.09	\$ 19.48	\$ 19.87	\$ 20.26	\$ 20.67
Base Annual	\$ 52,416.00	\$ 53,254.66	\$ 54,106.73	\$ 54,972.44	\$ 55,852.00	\$ 56,745.63	\$ 57,653.56	\$ 58,678.12	\$ 59,881.19	\$ 61,078.82	\$ 62,300.39	\$ 63,546.40	\$ 64,817.33	\$ 66,113.67	\$ 67,435.94	\$ 68,784.66
PM Holiday	\$ 1,940.40	\$ 1,971.45	\$ 2,002.99	\$ 2,035.04	\$ 2,067.60	\$ 2,100.68	\$ 2,134.29	\$ 2,172.22	\$ 2,216.76	\$ 2,261.09	\$ 2,306.31	\$ 2,352.44	\$ 2,399.49	\$ 2,447.48	\$ 2,496.43	\$ 2,546.36
PM Annual	\$ 54,356.40	\$ 55,226.10	\$ 56,109.72	\$ 57,007.48	\$ 57,919.60	\$ 58,846.31	\$ 59,787.85	\$ 60,850.34	\$ 62,097.95	\$ 63,339.91	\$ 64,606.70	\$ 65,898.84	\$ 67,216.82	\$ 68,561.15	\$ 69,932.37	\$ 71,331.02

Year 2

Paramedic	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly Rate	\$ 15.50	\$ 16.02	\$ 16.37	\$ 16.82	\$ 17.28	\$ 17.75	\$ 18.24	\$ 18.74	\$ 19.26	\$ 19.79	\$ 20.33	\$ 20.89	\$ 21.47	\$ 22.06	\$ 22.66	\$ 23.29
Base Annual	\$ 51,588.58	\$ 53,325.92	\$ 54,464.96	\$ 55,962.75	\$ 57,501.72	\$ 59,083.02	\$ 60,707.81	\$ 62,377.27	\$ 64,092.65	\$ 65,855.19	\$ 67,666.21	\$ 69,527.03	\$ 71,439.02	\$ 73,403.60	\$ 75,422.20	\$ 77,496.31
PM Holiday	\$ 1,909.77	\$ 1,974.08	\$ 2,016.25	\$ 2,071.70	\$ 2,128.67	\$ 2,187.21	\$ 2,247.36	\$ 2,309.16	\$ 2,372.66	\$ 2,437.91	\$ 2,504.95	\$ 2,573.84	\$ 2,644.62	\$ 2,717.34	\$ 2,792.07	\$ 2,868.85
PM Annual	\$ 53,498.35	\$ 55,300.00	\$ 56,481.21	\$ 58,034.45	\$ 59,630.39	\$ 61,270.23	\$ 62,955.16	\$ 64,686.43	\$ 66,465.31	\$ 68,293.10	\$ 70,171.16	\$ 72,100.87	\$ 74,083.64	\$ 76,120.94	\$ 78,214.27	\$ 80,365.16

Year 3

Paramedic	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly Rate	\$ 17.28	\$ 17.67	\$ 18.07	\$ 18.49	\$ 18.91	\$ 19.34	\$ 19.78	\$ 20.24	\$ 20.70	\$ 21.18	\$ 21.66	\$ 22.16	\$ 22.67	\$ 23.19	\$ 23.73	\$ 24.27
Base Annual	\$ 57,499.01	\$ 58,809.05	\$ 60,150.10	\$ 61,522.92	\$ 62,928.29	\$ 64,367.01	\$ 65,839.89	\$ 67,347.78	\$ 68,891.53	\$ 70,472.03	\$ 72,090.19	\$ 73,746.93	\$ 75,443.21	\$ 77,179.99	\$ 78,958.29	\$ 80,779.12
PM Holiday	\$ 2,128.57	\$ 2,177.07	\$ 2,226.71	\$ 2,277.53	\$ 2,329.56	\$ 2,382.82	\$ 2,437.34	\$ 2,493.16	\$ 2,550.31	\$ 2,608.82	\$ 2,668.72	\$ 2,730.05	\$ 2,792.85	\$ 2,857.14	\$ 2,922.98	\$ 2,990.38
PM Annual	\$ 59,627.58	\$ 60,986.12	\$ 62,376.81	\$ 63,800.46	\$ 65,257.85	\$ 66,749.83	\$ 68,277.23	\$ 69,840.94	\$ 71,441.84	\$ 73,080.86	\$ 74,758.92	\$ 76,476.99	\$ 78,236.06	\$ 80,037.14	\$ 81,881.26	\$ 83,769.50

Incentive & De-Incentive	Haz Mat Tech (SRT I)	SRT II	Driver Engineer	Foreign Language
Hourly Rate	\$ 0.25	\$ 0.72	\$ 0.25	\$ 0.10
Annual	\$ 832.00	\$ 2,396.16	\$ 832.00	\$ 332.80

Incentive*	Transport
Hourly Rate	\$ -
Annual	\$ 3,011.00

*New Incentive; flat rate

Salaries and Impacts Were Not Developed for Negotiations - Built to Test the Formulas Contained Within the Spreadsheet
Impact from FY 23/24 (Year 3 Step Plan Base Rate) to Draft Base Rate FY 24/25

Insp Long	\$2,250.00
-----------	------------

Rank & File
FIRE PREVENTION INSPECTORS

October 2023 (FY 23/24)

Insp Pay Plan	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly Rate	\$ 18.37	\$ 18.96	\$ 19.55	\$ 20.14	\$ 20.73	\$ 21.32	\$ 21.91	\$ 22.50	\$ 23.09	\$ 23.68	\$ 24.27	\$ 24.86	\$ 25.45	\$ 26.04	\$ 26.63	\$ 28.75
Base Annual	\$ 38,209.60	\$ 39,436.80	\$ 40,664.00	\$ 41,891.20	\$ 43,118.40	\$ 44,345.60	\$ 45,572.80	\$ 46,800.00	\$ 48,027.20	\$ 49,254.40	\$ 50,481.60	\$ 51,708.80	\$ 52,936.00	\$ 54,163.20	\$ 55,390.40	\$ 59,801.69

Year 1

Insp Pay Plan	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly Rate	\$ 21.87	\$ 22.56	\$ 23.29	\$ 24.05	\$ 24.83	\$ 25.64	\$ 26.47	\$ 26.95	\$ 28.22	\$ 29.14	\$ 30.09	\$ 31.06	\$ 32.07	\$ 33.11	\$ 34.19	\$ 35.30
Base Annual	\$ 45,488.00	\$ 46,925.06	\$ 48,450.12	\$ 50,024.75	\$ 51,650.56	\$ 53,329.20	\$ 55,062.40	\$ 56,062.40	\$ 58,699.62	\$ 60,607.35	\$ 62,577.09	\$ 64,610.85	\$ 66,710.70	\$ 68,878.90	\$ 71,117.36	\$ 73,428.67

Year 2

Insp Pay Plan	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly Rate	\$ 27.10	\$ 27.77	\$ 28.47	\$ 29.18	\$ 29.91	\$ 30.66	\$ 31.42	\$ 32.21	\$ 33.01	\$ 33.84	\$ 34.68	\$ 35.55	\$ 36.44	\$ 37.35	\$ 38.28	\$ 39.24
Base Annual	\$ 56,358.28	\$ 57,767.23	\$ 59,211.41	\$ 60,691.70	\$ 62,208.99	\$ 63,764.22	\$ 65,358.32	\$ 66,992.28	\$ 68,667.09	\$ 70,383.76	\$ 72,143.36	\$ 73,946.94	\$ 75,795.61	\$ 77,690.50	\$ 79,632.77	\$ 81,623.59

Year 3

Insp Pay Plan	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly Rate	\$ 28.84	\$ 29.66	\$ 30.49	\$ 31.35	\$ 32.24	\$ 33.15	\$ 34.09	\$ 35.05	\$ 36.04	\$ 37.06	\$ 38.11	\$ 39.19	\$ 40.31	\$ 41.45	\$ 42.62	\$ 43.83
Base Annual	\$ 59,993.98	\$ 61,685.94	\$ 63,426.45	\$ 65,216.92	\$ 67,058.80	\$ 68,953.61	\$ 70,902.88	\$ 72,908.21	\$ 74,971.24	\$ 77,093.65	\$ 79,277.19	\$ 81,523.64	\$ 83,834.85	\$ 86,212.72	\$ 88,659.20	\$ 91,176.30

Incentive & De-Incentive	FO1	SRT 1	Haz Mat Tech	Driver Engineer	Foreign Language	EMT	Paramedic	Fire Insp II
Hourly Rate	\$ 0.36	\$ 0.25	\$ 0.25	\$ 0.25	\$ 0.10	\$ 0.55	\$ 1.00	\$ 0.50
Annual	\$ 748.80	\$ 520.00	\$ 520.00	\$ 520.00	\$ 208.00	\$ 1,144.00	\$ 2,080.00	\$ 1,040.00

Long	\$2,250.00
------	------------

Rank & File
ASSISTANT FIRE MARSHAL

October 2023 (FY 23/24)

AFM Pay Plan	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Hourly Rate	\$ 25.87	\$ 26.35	\$ 26.83	\$ 27.31	\$ 27.79	\$ 28.27	\$ 28.75	\$ 29.23	\$ 29.71	\$ 30.19	\$ 30.67	\$ 31.15	\$ 32.37
Base Annual	\$ 53,809.60	\$ 54,808.00	\$ 55,806.40	\$ 56,804.80	\$ 57,803.20	\$ 58,801.60	\$ 59,800.00	\$ 60,798.40	\$ 61,796.80	\$ 62,795.20	\$ 63,793.60	\$ 64,792.00	\$ 67,329.60

Year 1

AFM Pay Plan	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Hourly Rate	\$ 31.97	\$ 32.69	\$ 33.43	\$ 34.18	\$ 34.95	\$ 35.73	\$ 36.54	\$ 37.36	\$ 38.20	\$ 39.06	\$ 39.94	\$ 40.84	\$ 41.76
Base Annual	\$ 66,500.00	\$ 67,996.25	\$ 69,526.17	\$ 71,090.50	\$ 72,690.04	\$ 74,325.57	\$ 75,997.89	\$ 77,707.84	\$ 79,456.27	\$ 81,244.04	\$ 83,072.03	\$ 84,941.15	\$ 86,852.32

Year 2

AFM Pay Plan	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Hourly Rate	\$ 37.00	\$ 37.83	\$ 38.68	\$ 39.55	\$ 40.44	\$ 41.35	\$ 42.28	\$ 43.23	\$ 44.21	\$ 45.20	\$ 46.22	\$ 47.26	\$ 48.32
Base Annual	\$ 76,955.79	\$ 78,687.29	\$ 80,457.76	\$ 82,268.06	\$ 84,119.09	\$ 86,011.77	\$ 87,947.03	\$ 89,925.84	\$ 91,949.17	\$ 94,018.03	\$ 96,133.44	\$ 98,296.44	\$ 100,508.11

Year 3

AFM Pay Plan	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Hourly Rate	\$ 38.27	\$ 39.25	\$ 40.26	\$ 41.29	\$ 42.34	\$ 43.43	\$ 44.54	\$ 45.68	\$ 46.85	\$ 48.05	\$ 49.28	\$ 50.54	\$ 51.84
Base Annual	\$ 79,606.01	\$ 81,642.98	\$ 83,732.38	\$ 85,875.59	\$ 88,073.98	\$ 90,329.00	\$ 92,642.10	\$ 95,014.80	\$ 97,448.63	\$ 99,945.19	\$ 102,506.10	\$ 105,133.02	\$ 107,827.67

Incentive & De-Incentive	SRT 1	Haz Mat Tech	Driver Engineer	Foreign Language	Investigator I
Hourly Rate	\$ 0.25	\$ 0.25	\$ 0.25	\$ 0.10	\$ 0.75
Annual	\$ 520.00	\$ 520.00	\$ 520.00	\$ 208.00	\$ 1,560.00

Salaries and Impacts Were Not Developed for Negotiations - Built to Test the Formulas Contained Within the Spreadsheet
Impact from FY 23/24 (Year 3 Step Plan Base Rate) to Draft Base Rate FY 24/25

Insp Long	\$2,000.00
-----------	------------

Rank & File

FIREFIGHTERS

October 2023 (FY 23/24)

FM2 Pay Plan	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly Rate	\$ 16.68	\$ 17.00	\$ 17.32	\$ 17.64	\$ 17.96	\$ 18.28	\$ 18.60	\$ 18.92	\$ 19.24	\$ 19.56	\$ 19.88	\$ 20.20	\$ 20.52	\$ 20.84	\$ 21.16	\$ 21.48
Base Annual	\$ 50,223.48	\$ 51,187.00	\$ 52,150.52	\$ 53,114.04	\$ 54,077.56	\$ 55,041.08	\$ 56,004.60	\$ 56,968.12	\$ 57,931.64	\$ 58,895.16	\$ 59,858.68	\$ 60,822.20	\$ 61,785.72	\$ 62,749.24	\$ 63,712.76	\$ 64,676.28
FM2Holiday	\$ 2,054.98	\$ 2,094.40	\$ 2,133.82	\$ 2,173.25	\$ 2,212.67	\$ 2,252.10	\$ 2,291.52	\$ 2,330.94	\$ 2,370.37	\$ 2,409.79	\$ 2,449.22	\$ 2,488.64	\$ 2,528.06	\$ 2,567.49	\$ 2,606.91	\$ 2,646.34
FM2 Annual	\$ 52,278.46	\$ 53,281.40	\$ 54,284.34	\$ 55,287.29	\$ 56,290.23	\$ 57,293.18	\$ 58,296.12	\$ 59,299.06	\$ 60,302.01	\$ 61,304.95	\$ 62,307.90	\$ 63,310.84	\$ 64,313.78	\$ 65,316.73	\$ 66,319.67	\$ 67,322.62

Year 1

FM2 Pay Plan	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly Rate	\$ 19.15	\$ 19.46	\$ 19.77	\$ 20.08	\$ 20.41	\$ 20.73	\$ 21.06	\$ 21.40	\$ 21.74	\$ 22.22	\$ 22.72	\$ 23.23	\$ 23.75	\$ 23.97	\$ 24.83	\$ 25.39
Base Annual	\$ 57,660.65	\$ 58,583.22	\$ 59,520.55	\$ 60,472.88	\$ 61,440.44	\$ 62,423.49	\$ 63,422.27	\$ 64,437.02	\$ 65,468.02	\$ 66,900.41	\$ 68,405.67	\$ 69,944.79	\$ 71,518.55	\$ 72,167.03	\$ 74,773.09	\$ 76,455.49
FM2Holiday	\$ 2,359.28	\$ 2,397.03	\$ 2,435.38	\$ 2,474.35	\$ 2,513.94	\$ 2,554.16	\$ 2,595.03	\$ 2,636.55	\$ 2,678.73	\$ 2,737.34	\$ 2,798.93	\$ 2,861.91	\$ 2,926.30	\$ 2,952.83	\$ 3,059.46	\$ 3,128.30
FM2 Annual	\$ 60,019.93	\$ 60,980.25	\$ 61,955.93	\$ 62,947.23	\$ 63,954.38	\$ 64,977.65	\$ 66,017.30	\$ 67,073.57	\$ 68,146.75	\$ 69,637.75	\$ 71,204.60	\$ 72,806.70	\$ 74,444.85	\$ 75,119.86	\$ 77,832.55	\$ 79,583.79

Year 2

FM2 Pay Plan	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly Rate	\$ 20.70	\$ 21.22	\$ 21.75	\$ 22.30	\$ 22.85	\$ 23.42	\$ 24.01	\$ 24.61	\$ 25.22	\$ 25.86	\$ 26.50	\$ 27.16	\$ 27.84	\$ 28.54	\$ 29.25	\$ 29.98
Base Annual	\$ 62,337.39	\$ 63,895.82	\$ 65,493.22	\$ 67,130.55	\$ 68,808.81	\$ 70,529.03	\$ 72,292.26	\$ 74,099.57	\$ 75,952.05	\$ 77,850.86	\$ 79,797.13	\$ 81,792.06	\$ 83,836.86	\$ 85,932.78	\$ 88,081.10	\$ 90,283.12
FM2Holiday	\$ 2,550.64	\$ 2,614.40	\$ 2,679.76	\$ 2,746.76	\$ 2,815.43	\$ 2,885.81	\$ 2,957.96	\$ 3,031.91	\$ 3,107.70	\$ 3,185.40	\$ 3,265.03	\$ 3,346.66	\$ 3,430.32	\$ 3,516.08	\$ 3,603.98	\$ 3,694.08
FM2 Annual	\$ 64,888.02	\$ 66,510.23	\$ 68,172.98	\$ 69,877.31	\$ 71,624.24	\$ 73,414.84	\$ 75,250.21	\$ 77,131.47	\$ 79,059.76	\$ 81,036.25	\$ 83,062.16	\$ 85,138.71	\$ 87,267.18	\$ 89,448.86	\$ 91,685.08	\$ 93,977.21

Year 3

FM2 Pay Plan	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly Rate	\$ 21.73	\$ 22.23	\$ 22.74	\$ 23.26	\$ 23.80	\$ 24.35	\$ 24.91	\$ 25.48	\$ 26.07	\$ 26.67	\$ 27.29	\$ 27.92	\$ 28.57	\$ 29.23	\$ 29.91	\$ 30.60
Base Annual	\$ 65,436.92	\$ 66,937.84	\$ 68,474.51	\$ 70,047.81	\$ 71,658.65	\$ 73,307.95	\$ 74,996.66	\$ 76,725.76	\$ 78,496.24	\$ 80,309.13	\$ 82,165.47	\$ 84,066.35	\$ 86,012.87	\$ 88,006.16	\$ 90,047.39	\$ 92,137.74
FM2Holiday	\$ 2,677.46	\$ 2,738.87	\$ 2,801.75	\$ 2,866.12	\$ 2,932.03	\$ 2,999.51	\$ 3,068.61	\$ 3,139.36	\$ 3,211.80	\$ 3,285.98	\$ 3,361.93	\$ 3,439.71	\$ 3,519.36	\$ 3,600.92	\$ 3,684.44	\$ 3,769.97
FM2 Annual	\$ 68,114.38	\$ 69,676.71	\$ 71,276.25	\$ 72,913.93	\$ 74,590.68	\$ 76,307.46	\$ 78,065.27	\$ 79,865.12	\$ 81,708.04	\$ 83,595.11	\$ 85,527.41	\$ 87,506.07	\$ 89,532.23	\$ 91,607.08	\$ 93,731.82	\$ 95,907.70

Incentive & De-Incentive	FM1	FO1	Haz Mat Tech (SRT I)	SRT II	Driver Engineer	Foreign Language
Hourly Rate	\$ (1.00)	\$ 0.36	\$ 0.25	\$ 0.72	\$ 0.25	\$ 0.10
Annual	\$ (3,011.00)	\$ 1,083.96	\$ 752.75	\$ 2,167.92	\$ 752.75	\$ 301.10

Salaries and Impacts Were Not Developed for Negotiations - Built to Test the Formulas Contained Within the Spreadsheet
Impact from FY 23/24 (Year 3 Step Plan Base Rate) to Draft Base Rate FY 24/25

October 2023 (FY 23/24)

FF/EMT Pay Plan	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly Rate	\$ 13.11	\$ 13.43	\$ 13.75	\$ 14.07	\$ 14.39	\$ 14.71	\$ 15.03	\$ 15.35	\$ 15.67	\$ 15.99	\$ 16.31	\$ 16.63	\$ 16.95	\$ 17.27	\$ 17.59	\$ 17.91
Base Annual	\$ 39,474.21	\$ 40,437.73	\$ 41,401.25	\$ 42,364.77	\$ 43,328.29	\$ 44,291.81	\$ 45,255.33	\$ 46,218.85	\$ 47,182.37	\$ 48,145.89	\$ 49,109.41	\$ 50,072.93	\$ 51,036.45	\$ 51,999.97	\$ 52,963.49	\$ 53,927.01
FF/EMT Holiday	\$ 1,615.15	\$ 1,654.58	\$ 1,694.00	\$ 1,733.42	\$ 1,772.85	\$ 1,812.27	\$ 1,851.70	\$ 1,891.12	\$ 1,930.54	\$ 1,969.97	\$ 2,009.39	\$ 2,048.82	\$ 2,088.24	\$ 2,127.66	\$ 2,167.09	\$ 2,206.51
FF/EMT Annual	\$ 41,089.36	\$ 42,092.31	\$ 43,095.25	\$ 44,098.19	\$ 45,101.14	\$ 46,104.08	\$ 47,107.03	\$ 48,109.97	\$ 49,112.91	\$ 50,115.86	\$ 51,118.80	\$ 52,121.75	\$ 53,124.69	\$ 54,127.63	\$ 55,130.58	\$ 56,133.52

Year 1

FF/EMT Pay Plan	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly Rate	\$ 16.19	\$ 16.45	\$ 16.71	\$ 16.98	\$ 17.25	\$ 17.53	\$ 17.81	\$ 18.10	\$ 18.46	\$ 18.88	\$ 19.30	\$ 19.74	\$ 20.18	\$ 20.63	\$ 21.10	\$ 21.57
Base Annual	\$ 48,756.17	\$ 49,536.27	\$ 50,328.85	\$ 51,134.12	\$ 51,952.26	\$ 52,783.50	\$ 53,628.03	\$ 54,486.08	\$ 55,587.30	\$ 56,838.02	\$ 58,116.87	\$ 59,424.50	\$ 60,761.56	\$ 62,128.75	\$ 63,526.58	\$ 64,955.94
FF/EMT Holiday	\$ 1,994.94	\$ 2,026.86	\$ 2,059.29	\$ 2,092.24	\$ 2,125.71	\$ 2,159.72	\$ 2,194.28	\$ 2,229.39	\$ 2,274.45	\$ 2,325.62	\$ 2,377.95	\$ 2,431.45	\$ 2,486.16	\$ 2,542.10	\$ 2,599.29	\$ 2,657.78
FF/EMT Annual	\$ 50,751.11	\$ 51,563.13	\$ 52,388.14	\$ 53,226.35	\$ 54,077.97	\$ 54,943.22	\$ 55,822.31	\$ 56,715.47	\$ 57,861.75	\$ 59,163.64	\$ 60,494.82	\$ 61,855.95	\$ 63,247.72	\$ 64,670.85	\$ 66,125.88	\$ 67,613.72

Year 2

FF/EMT Pay Plan	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly Rate	\$ 17.07	\$ 17.54	\$ 18.02	\$ 18.52	\$ 19.03	\$ 19.55	\$ 20.09	\$ 20.64	\$ 21.21	\$ 21.79	\$ 22.39	\$ 23.00	\$ 23.64	\$ 24.29	\$ 24.96	\$ 25.64
Base Annual	\$ 51,395.42	\$ 52,808.79	\$ 54,261.03	\$ 55,753.21	\$ 57,286.43	\$ 58,861.80	\$ 60,480.50	\$ 62,143.72	\$ 63,852.67	\$ 65,608.62	\$ 67,412.85	\$ 69,266.71	\$ 71,171.54	\$ 73,128.76	\$ 75,139.80	\$ 77,206.15
FF/EMT Holiday	\$ 2,102.93	\$ 2,160.76	\$ 2,220.18	\$ 2,281.23	\$ 2,343.97	\$ 2,408.43	\$ 2,474.66	\$ 2,542.71	\$ 2,612.64	\$ 2,684.48	\$ 2,758.31	\$ 2,834.16	\$ 2,912.10	\$ 2,992.18	\$ 3,074.47	\$ 3,159.02
FF/EMT Annual	\$ 53,498.35	\$ 54,969.55	\$ 56,481.21	\$ 58,034.45	\$ 59,630.39	\$ 61,270.23	\$ 62,955.16	\$ 64,686.43	\$ 66,465.31	\$ 68,293.10	\$ 70,171.16	\$ 72,100.87	\$ 74,083.64	\$ 76,120.94	\$ 78,214.27	\$ 80,365.16

Year 3

FF/EMT Pay Plan	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly Rate	\$ 18.37	\$ 18.79	\$ 19.23	\$ 19.67	\$ 20.12	\$ 20.58	\$ 21.06	\$ 21.54	\$ 22.04	\$ 22.55	\$ 23.07	\$ 23.60	\$ 24.15	\$ 24.71	\$ 25.28	\$ 25.87
Base Annual	\$ 55,319.05	\$ 56,587.84	\$ 57,886.85	\$ 59,216.82	\$ 60,578.53	\$ 61,972.75	\$ 63,400.28	\$ 64,861.95	\$ 66,358.60	\$ 67,891.10	\$ 69,460.33	\$ 71,067.21	\$ 72,712.67	\$ 74,397.66	\$ 76,123.17	\$ 77,890.20
FF/EMT Holiday	\$ 2,263.47	\$ 2,315.38	\$ 2,368.54	\$ 2,422.95	\$ 2,478.67	\$ 2,535.72	\$ 2,594.13	\$ 2,653.93	\$ 2,715.17	\$ 2,777.88	\$ 2,842.08	\$ 2,907.83	\$ 2,975.16	\$ 3,044.10	\$ 3,114.70	\$ 3,187.01
FF/EMT Annual	\$ 57,582.52	\$ 58,903.22	\$ 60,255.38	\$ 61,639.78	\$ 63,057.20	\$ 64,508.46	\$ 65,994.40	\$ 67,515.88	\$ 69,073.77	\$ 70,668.97	\$ 72,302.41	\$ 73,975.04	\$ 75,687.82	\$ 77,441.76	\$ 79,237.87	\$ 81,077.21

Incentive & De-Incentive	FO1	Haz Mat Tech (SRT I)	SRT II	Driver Engineer	Foreign Language
Hourly Rate	\$ 0.36	\$ 0.25	\$ 0.72	\$ 0.25	\$ 0.10
Annual	\$ 1,083.96	\$ 752.75	\$ 2,167.92	\$ 752.75	\$ 301.10

Incentive*	Transport
Hourly Rate	\$ -
Annual	\$ 1,505.50

*New Incentive; flat rate

Salaries and Impacts Were Not Developed for Negotiations - Built to Test the Formulas Contained Within the Spreadsheet
Impact from FY 23/24 (Year 3 Step Plan Base Rate) to Draft Base Rate FY 24/25

Lt. Long	\$2,250.00
----------	------------

Rank & File
LIEUTENANTS

October 2023 (FY 23/24)

LTFM2	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Hourly Rate	\$ 20.91	\$ 21.23	\$ 21.55	\$ 21.87	\$ 22.19	\$ 22.51	\$ 22.83	\$ 23.15	\$ 23.47	\$ 23.79	\$ 24.11	\$ 24.43	\$ 24.98
Base Annual	\$ 62,960.01	\$ 63,923.53	\$ 64,887.05	\$ 65,850.57	\$ 66,814.09	\$ 67,777.61	\$ 68,741.13	\$ 69,704.65	\$ 70,668.17	\$ 71,631.69	\$ 72,595.21	\$ 73,558.73	\$ 75,214.78
LTFM2 Holiday	\$ 2,576.11	\$ 2,615.54	\$ 2,654.96	\$ 2,694.38	\$ 2,733.81	\$ 2,773.23	\$ 2,812.66	\$ 2,852.08	\$ 2,891.50	\$ 2,930.93	\$ 2,970.35	\$ 3,009.78	\$ 3,077.54
LTFM2 Annual	\$ 65,536.12	\$ 66,539.07	\$ 67,542.01	\$ 68,544.95	\$ 69,547.90	\$ 70,550.84	\$ 71,553.79	\$ 72,556.73	\$ 73,559.67	\$ 74,562.62	\$ 75,565.56	\$ 76,568.51	\$ 78,292.32

Year 1

LTFM2	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Hourly Rate	\$ 22.30	\$ 22.74	\$ 23.20	\$ 23.66	\$ 24.14	\$ 24.62	\$ 25.11	\$ 25.61	\$ 26.13	\$ 26.65	\$ 27.18	\$ 27.73	\$ 28.28
Base Annual	\$ 67,140.55	\$ 68,483.36	\$ 69,853.03	\$ 71,250.09	\$ 72,675.09	\$ 74,128.60	\$ 75,611.17	\$ 77,123.39	\$ 78,665.86	\$ 80,239.18	\$ 81,843.96	\$ 83,480.84	\$ 85,150.46
LTFM2 Holiday	\$ 2,747.17	\$ 2,802.11	\$ 2,858.15	\$ 2,915.31	\$ 2,973.62	\$ 3,033.09	\$ 3,093.75	\$ 3,155.63	\$ 3,218.74	\$ 3,283.12	\$ 3,348.78	\$ 3,415.76	\$ 3,484.07
LTFM2 Annual	\$ 69,887.72	\$ 71,285.47	\$ 72,711.18	\$ 74,165.41	\$ 75,648.71	\$ 77,161.69	\$ 78,704.92	\$ 80,279.02	\$ 81,884.60	\$ 83,522.29	\$ 85,192.74	\$ 86,896.59	\$ 88,634.53

Year 2

LTFM2	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Hourly Rate	\$ 24.55	\$ 25.11	\$ 25.67	\$ 26.25	\$ 26.84	\$ 27.44	\$ 28.06	\$ 28.69	\$ 29.34	\$ 30.00	\$ 30.67	\$ 31.36	\$ 32.07
Base Annual	\$ 73,930.79	\$ 75,594.23	\$ 77,295.10	\$ 79,034.24	\$ 80,812.51	\$ 82,630.79	\$ 84,489.99	\$ 86,391.01	\$ 88,334.81	\$ 90,322.34	\$ 92,354.60	\$ 94,432.57	\$ 96,557.31
LTFM2 Holiday	\$ 3,025.00	\$ 3,093.06	\$ 3,162.66	\$ 3,233.82	\$ 3,306.58	\$ 3,380.97	\$ 3,457.05	\$ 3,534.83	\$ 3,614.36	\$ 3,695.69	\$ 3,778.84	\$ 3,863.86	\$ 3,950.80
LTFM2 Annual	\$ 76,955.79	\$ 78,687.29	\$ 80,457.76	\$ 82,268.06	\$ 84,119.09	\$ 86,011.77	\$ 87,947.03	\$ 89,925.84	\$ 91,949.17	\$ 94,018.03	\$ 96,133.44	\$ 98,296.44	\$ 100,508.11

Year 3

LTFM2	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Hourly Rate	\$ 26.41	\$ 27.04	\$ 27.69	\$ 28.35	\$ 29.02	\$ 29.72	\$ 30.43	\$ 31.16	\$ 31.90	\$ 32.67	\$ 33.45	\$ 34.25	\$ 35.07
Base Annual	\$ 79,528.76	\$ 81,424.30	\$ 83,366.14	\$ 85,355.43	\$ 87,393.36	\$ 89,481.15	\$ 91,620.04	\$ 93,811.31	\$ 96,056.28	\$ 98,356.29	\$ 100,712.71	\$ 103,126.97	\$ 105,600.52
LTFM2 Holiday	\$ 3,254.05	\$ 3,331.61	\$ 3,411.06	\$ 3,492.46	\$ 3,575.84	\$ 3,661.27	\$ 3,748.78	\$ 3,838.44	\$ 3,930.30	\$ 4,024.41	\$ 4,120.83	\$ 4,219.61	\$ 4,320.82
LTFM2 Annual	\$ 82,782.81	\$ 84,755.91	\$ 86,777.20	\$ 88,847.89	\$ 90,969.20	\$ 93,142.41	\$ 95,368.82	\$ 97,649.75	\$ 99,986.58	\$ 102,380.69	\$ 104,833.54	\$ 107,346.58	\$ 109,921.34

Incentive & De-Incentive	FM1	Haz Mat Tech (SRT I)	SRT II	Driver Engineer	Foreign Language
Hourly Rate	\$ (1.00)	\$ 0.25	\$ 0.72	\$ 0.25	\$ 0.10
Annual	\$ (3,011.00)	\$ 752.75	\$ 2,167.92	\$ 752.75	\$ 301.10

Salaries and Impacts Were Not Developed for Negotiations - Built to Test the Formulas Contained Within the Spreadsheet
Impact from FY 23/24 (Year 3 Step Plan Base Rate) to Draft Base Rate FY 24/25

October 2023 (FY 23/24)

LTEMT	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Hourly Rate	\$ 17.66	\$ 17.98	\$ 18.30	\$ 18.62	\$ 18.94	\$ 19.26	\$ 19.58	\$ 19.90	\$ 20.22	\$ 20.54	\$ 20.86	\$ 21.18	\$ 21.87
Base Annual	\$ 53,174.26	\$ 54,137.78	\$ 55,101.30	\$ 56,064.82	\$ 57,028.34	\$ 57,991.86	\$ 58,955.38	\$ 59,918.90	\$ 60,882.42	\$ 61,845.94	\$ 62,809.46	\$ 63,772.98	\$ 65,850.57
LTEMT Holiday	\$ 2,175.71	\$ 2,215.14	\$ 2,254.56	\$ 2,293.98	\$ 2,333.41	\$ 2,372.83	\$ 2,412.26	\$ 2,451.68	\$ 2,491.10	\$ 2,530.53	\$ 2,569.95	\$ 2,609.38	\$ 2,694.38
LTEMT Annual	\$ 55,349.97	\$ 56,352.92	\$ 57,355.86	\$ 58,358.80	\$ 59,361.75	\$ 60,364.69	\$ 61,367.64	\$ 62,370.58	\$ 63,373.52	\$ 64,376.47	\$ 65,379.41	\$ 66,382.36	\$ 68,544.95

Year 1

LTEMT	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Hourly Rate	\$ 19.88	\$ 20.28	\$ 20.68	\$ 21.10	\$ 21.52	\$ 21.95	\$ 22.39	\$ 22.84	\$ 23.29	\$ 23.76	\$ 24.23	\$ 24.72	\$ 25.21
Base Annual	\$ 59,857.29	\$ 61,054.43	\$ 62,275.52	\$ 63,521.03	\$ 64,791.45	\$ 66,087.28	\$ 67,409.03	\$ 68,757.21	\$ 70,132.35	\$ 71,535.00	\$ 72,965.70	\$ 74,425.01	\$ 75,913.51
LTEMT Holiday	\$ 2,449.16	\$ 2,498.14	\$ 2,548.10	\$ 2,599.07	\$ 2,651.05	\$ 2,704.07	\$ 2,758.15	\$ 2,813.31	\$ 2,869.58	\$ 2,926.97	\$ 2,985.51	\$ 3,045.22	\$ 3,106.13
LTEMT Annual	\$ 62,306.45	\$ 63,552.57	\$ 64,823.63	\$ 66,120.10	\$ 67,442.50	\$ 68,791.35	\$ 70,167.18	\$ 71,570.52	\$ 73,001.93	\$ 74,461.97	\$ 75,951.21	\$ 77,470.23	\$ 79,019.64

Year 2

LTEMT	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Hourly Rate	\$ 21.44	\$ 22.03	\$ 22.64	\$ 23.26	\$ 23.90	\$ 24.56	\$ 25.23	\$ 25.92	\$ 26.64	\$ 27.37	\$ 28.12	\$ 28.90	\$ 29.69
Base Annual	\$ 64,558.87	\$ 66,334.24	\$ 68,158.43	\$ 70,032.78	\$ 71,958.69	\$ 73,937.55	\$ 75,970.83	\$ 78,060.03	\$ 80,206.68	\$ 82,412.36	\$ 84,678.70	\$ 87,007.37	\$ 89,400.07
LTEMT Holiday	\$ 2,641.53	\$ 2,714.17	\$ 2,788.81	\$ 2,865.51	\$ 2,944.31	\$ 3,025.28	\$ 3,108.47	\$ 3,193.95	\$ 3,281.79	\$ 3,372.04	\$ 3,464.77	\$ 3,560.05	\$ 3,657.95
LTEMT Annual	\$ 67,200.40	\$ 69,048.41	\$ 70,947.24	\$ 72,898.29	\$ 74,902.99	\$ 76,962.83	\$ 79,079.30	\$ 81,253.98	\$ 83,488.47	\$ 85,784.40	\$ 88,143.47	\$ 90,567.42	\$ 93,058.02

Year 3

LTEMT	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Hourly Rate	\$ 23.90	\$ 24.47	\$ 25.05	\$ 25.65	\$ 26.26	\$ 26.89	\$ 27.54	\$ 28.20	\$ 28.87	\$ 29.57	\$ 30.28	\$ 31.00	\$ 31.75
Base Annual	\$ 71,949.52	\$ 73,668.25	\$ 75,429.05	\$ 77,232.97	\$ 79,081.09	\$ 80,974.52	\$ 82,914.39	\$ 84,901.87	\$ 86,938.15	\$ 89,024.46	\$ 91,162.05	\$ 93,352.22	\$ 95,596.27
LTEMT Holiday	\$ 2,943.93	\$ 3,014.26	\$ 3,086.30	\$ 3,160.11	\$ 3,235.73	\$ 3,313.21	\$ 3,392.58	\$ 3,473.90	\$ 3,557.22	\$ 3,642.58	\$ 3,730.04	\$ 3,819.66	\$ 3,911.48
LTEMT Annual	\$ 74,893.45	\$ 76,682.51	\$ 78,515.36	\$ 80,393.09	\$ 82,316.82	\$ 84,287.73	\$ 86,306.97	\$ 88,375.77	\$ 90,495.37	\$ 92,667.04	\$ 94,892.10	\$ 97,171.88	\$ 99,507.75

Incentive & De-Incentive	Haz Mat Tech (SRT I)	SRT II	Driver Engineer	Foreign Language
Hourly Rate	\$ 0.25	\$ 0.72	\$ 0.25	\$ 0.10
Annual	\$ 752.75	\$ 2,167.92	\$ 752.75	\$ 301.10

Salaries and Impacts Were Not Developed for Negotiations - Built to Test the Formulas Contained Within the Spreadsheet
Impact from FY 23/24 (Year 3 Step Plan Base Rate) to Draft Base Rate FY 24/25

IAFF Supervisory Unit											
Captain Longevity	\$	2,201.89									
District Chief Longevity	\$	2,379.16									
Captain											
1 (vac)	0	0	0	0	0	0	0	0	0	0	0
October 2023 (FY 23/24)		1.38%	1.36%	1.34%	1.32%	1.31%	1.29%	1.27%	1.26%	1.24%	1.23%
Captain Step Plan	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Bi-Weekly Base	\$2,794.58	\$2,833.06	\$2,871.54	\$2,910.02	\$2,948.50	\$2,986.98	\$3,025.46	\$3,063.94	\$3,102.42	\$3,140.90	\$3,179.38
Base Annual	\$72,659.08	\$73,659.56	\$74,660.04	\$75,660.52	\$76,661.00	\$77,661.48	\$78,661.96	\$79,662.44	\$80,662.92	\$81,663.40	\$82,663.88
Year 1	1.98%	1.95%	1.95%	1.95%	1.95%	1.95%	1.95%	1.95%	1.95%	1.95%	1.95%
Captain Step Plan	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Bi-Weekly Base	\$ 2,850.00	\$2,905.58	\$2,962.23	\$3,020.00	\$3,078.89	\$3,138.93	\$3,200.13	\$3,262.54	\$3,326.15	\$3,391.02	\$3,457.14
Base Annual	\$74,100.00	\$75,544.95	\$77,018.08	\$78,519.93	\$80,051.07	\$81,612.06	\$83,203.50	\$84,825.97	\$86,480.07	\$88,166.43	\$89,885.68
Year 2	9.25%	11.60%	11.82%	12.04%	12.26%	12.48%	12.70%	12.92%	13.14%	13.36%	13.58%
Captain Step Plan	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Bi-Weekly Base	\$3,113.63	\$3,180.57	\$3,248.95	\$3,318.80	\$3,390.16	\$3,463.05	\$3,537.50	\$3,613.56	\$3,691.25	\$3,770.61	\$3,851.68
Base Annual	\$80,954.25	\$82,694.77	\$84,472.70	\$86,288.87	\$88,144.08	\$90,039.18	\$91,975.02	\$93,952.48	\$95,972.46	\$98,035.87	\$100,143.64
Year 3	9.00%	2.15%	2.15%	2.15%	2.15%	2.15%	2.15%	2.15%	2.15%	2.15%	2.15%
Captain Step Plan	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Bi-Weekly Base	\$3,393.85	\$3,466.82	\$3,541.36	\$3,617.49	\$3,695.27	\$3,774.72	\$3,855.88	\$3,938.78	\$4,023.46	\$4,109.97	\$4,198.33
Base Annual	\$88,240.13	\$90,137.30	\$92,075.25	\$94,054.87	\$96,077.04	\$98,142.70	\$100,252.77	\$102,408.20	\$104,609.98	\$106,859.09	\$109,156.57
	EMT	FM1 (Non-Solo)	FM2 (Solo)	NO-SRT	NO-FO1	FO-2*	FO-3*	FO-4*	Inst III		
Bi-Wkly	(\$193.40)	(\$115.81)	\$0.00	(\$57.60)	(\$28.80)	\$28.80	\$28.80	\$57.60	\$200.00		
Annual	(\$5,028.40)	(\$3,011.06)	\$0.00	(\$1,497.60)	(\$748.80)	\$748.80	\$748.80	\$1,497.60	\$5,200.00		
District Chief											
0	0	2	2	2	2	3	2	1	0	2	
October 2023 (FY 23/24)		1.57%	1.55%	1.53%	1.50%	1.48%	1.46%	1.44%	1.42%	1.41%	2.82%
District Chief Step Plan	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Bi-Weekly Base	\$3,093.56	\$3,141.64	\$3,189.72	\$3,237.80	\$3,285.88	\$3,333.96	\$3,382.04	\$3,430.12	\$3,478.20	\$3,526.28	\$3,626.97
Bi-Weekly Holiday	\$118.37	\$120.74	\$123.15	\$125.61	\$128.12	\$130.68	\$133.29	\$135.96	\$138.68	\$141.45	\$144.28
Bi-Weekly Total	\$3,211.93	\$3,262.38	\$3,312.87	\$3,363.41	\$3,414.00	\$3,464.64	\$3,515.33	\$3,566.08	\$3,616.88	\$3,667.73	\$3,771.25
Annual Holiday	\$3,077.62	\$3,139.24	\$3,201.90	\$3,265.86	\$3,331.12	\$3,397.68	\$3,465.54	\$3,534.96	\$3,605.68	\$3,677.70	\$3,751.28
Base + Holiday	\$83,510.18	\$84,821.89	\$86,134.62	\$87,448.66	\$88,764.00	\$90,080.64	\$91,398.59	\$92,718.08	\$94,038.89	\$95,360.98	\$96,682.42
Year 1	7.95%	10.09%	10.55%	11.04%	11.56%	12.10%	12.67%	13.27%	13.89%	14.54%	15.21%
District Chief Step Plan	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Bi-Weekly Base	\$ 3,339.55	\$ 3,405.67	\$ 3,473.10	\$ 3,541.86	\$ 3,611.97	\$ 3,683.47	\$ 3,756.39	\$ 3,830.74	\$ 3,906.56	\$ 3,983.87	\$ 4,062.71
Bi-Weekly Holiday	\$134.00	\$137.35	\$140.79	\$144.31	\$147.91	\$151.61	\$155.40	\$159.29	\$163.27	\$167.35	\$171.53
Bi-Weekly Total	\$3,473.56	\$3,543.03	\$3,613.89	\$3,686.17	\$3,759.89	\$3,835.09	\$3,911.79	\$3,990.02	\$4,069.82	\$4,151.22	\$4,234.25
Annual Holiday	\$3,484.07	\$3,571.17	\$3,660.45	\$3,751.96	\$3,845.76	\$3,941.91	\$4,040.45	\$4,141.46	\$4,245.00	\$4,351.13	\$4,459.90
Base + Holiday	\$90,312.45	\$92,118.70	\$93,961.07	\$95,840.30	\$97,757.10	\$99,712.25	\$101,706.49	\$103,740.62	\$105,815.43	\$107,931.74	\$110,090.37
Year 2	4.02%	2.67%	2.67%	2.67%	2.67%	2.67%	2.67%	2.67%	2.67%	2.69%	
District Chief Step Plan	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Bi-Weekly Base	\$3,473.97	\$3,566.62	\$3,661.74	\$3,759.40	\$3,859.66	\$3,962.60	\$4,068.28	\$4,176.77	\$4,288.17	\$4,403.46	
Bi-Weekly Holiday	\$151.95	\$155.75	\$159.65	\$163.64	\$167.73	\$171.92	\$176.22	\$180.63	\$185.14	\$189.77	
Bi-Weekly Total	\$3,625.92	\$3,722.37	\$3,821.39	\$3,923.04	\$4,027.39	\$4,134.52	\$4,244.50	\$4,357.40	\$4,473.31	\$4,593.23	
Annual Holiday	\$3,950.80	\$4,049.57	\$4,150.81	\$4,254.58	\$4,360.94	\$4,469.97	\$4,581.72	\$4,696.26	\$4,813.67	\$4,934.01	
Base + Holiday	\$94,274.00	\$96,781.69	\$99,356.08	\$101,998.95	\$104,712.13	\$107,497.47	\$110,356.90	\$113,292.39	\$116,305.97	\$119,424.00	
Year 3	5.01%	8.29%	8.76%	9.24%	9.72%	10.21%	10.69%	11.18%	11.67%		
District Chief Step Plan	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Bi-Weekly Base	\$3,647.99	\$3,761.80	\$3,879.16	\$4,000.16	\$4,124.94	\$4,253.61	\$4,386.27	\$4,523.07	\$4,664.13		
Bi-Weekly Holiday	\$166.19	\$170.34	\$174.60	\$178.96	\$183.44	\$188.02	\$192.72	\$197.54	\$202.48		
Bi-Weekly Total	\$3,814.18	\$3,932.14	\$4,053.75	\$4,179.13	\$4,308.38	\$4,441.63	\$4,579.00	\$4,720.62	\$4,866.62		
Annual Holiday	\$4,320.82	\$4,428.84	\$4,539.56	\$4,653.05	\$4,769.38	\$4,888.61	\$5,010.82	\$5,136.10	\$5,264.50		
Base + Holiday	\$99,168.61	\$102,235.69	\$105,397.61	\$108,657.33	\$112,017.87	\$115,482.34	\$119,053.96	\$122,736.04	\$126,532.00		
Year 4											
District Chief Step Plan	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Bi-Weekly Base	\$3,814.18	\$3,932.14	\$4,053.75	\$4,179.13	\$4,308.38	\$4,441.63	\$4,579.00	\$4,720.62	\$4,866.62		
Bi-Weekly Holiday	\$166.19	\$170.34	\$174.60	\$178.96	\$183.44	\$188.02	\$192.72	\$197.54	\$202.48		
Bi-Weekly Total	\$3,980.37	\$4,102.48	\$4,228.35	\$4,358.09	\$4,491.82	\$4,629.65	\$4,771.72	\$4,918.16	\$5,069.10		
Annual Holiday	\$4,572.44	\$4,684.84	\$4,799.56	\$4,917.61	\$5,038.99	\$5,163.72	\$5,291.82	\$5,423.26	\$5,558.04		
Base + Holiday	\$103,741.05	\$106,917.52	\$110,197.11	\$113,578.70	\$117,066.81	\$120,660.37	\$124,359.52	\$128,164.42	\$132,076.14		
Year 5											
District Chief Step Plan	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Bi-Weekly Base	\$4,000.16	\$4,124.94	\$4,253.61	\$4,386.27	\$4,523.07	\$4,664.13	\$4,809.46	\$4,959.06	\$5,112.92		
Bi-Weekly Holiday	\$183.44	\$188.02	\$192.72	\$197.54	\$202.48	\$207.54	\$212.72	\$218.02	\$223.44		
Bi-Weekly Total	\$4,183.60	\$4,312.96	\$4,446.33	\$4,583.81	\$4,725.55	\$4,871.67	\$5,022.18	\$5,177.08	\$5,336.36		
Annual Holiday	\$5,056.32	\$5,174.84	\$5,296.16	\$5,420.19	\$5,547.91	\$5,679.34	\$5,814.46	\$5,953.26	\$6,094.74		
Base + Holiday	\$108,797.37	\$112,102.36	\$115,493.27	\$118,978.90	\$122,559.46	\$126,238.01	\$130,014.64	\$133,888.34	\$137,859.10		
Year 6											
District Chief Step Plan	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Bi-Weekly Base	\$4,183.60	\$4,312.96	\$4,446.33	\$4,583.81	\$4,725.55	\$4,871.67	\$5,022.18	\$5,177.08	\$5,336.36		
Bi-Weekly Holiday	\$183.44	\$188.02	\$192.72	\$197.54	\$202.48	\$207.54	\$212.72	\$218.02	\$223.44		
Bi-Weekly Total	\$4,367.04	\$4,500.98	\$4,639.05	\$4,781.35	\$4,928.03	\$5,079.21	\$5,234.90	\$5,395.10	\$5,559.80		
Annual Holiday	\$5,240.40	\$5,359.68	\$5,482.08	\$5,607.51	\$5,735.99	\$5,867.52	\$6,002.09	\$6,139.71	\$6,280.38		
Base + Holiday	\$114,037.77	\$117,462.04	\$120,975.35	\$124,585.86	\$128,293.40	\$132,097.72	\$135,999.99	\$139,999.99	\$144,099.99		
Year 7											
District Chief Step Plan	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Bi-Weekly Base	\$4,367.04	\$4,500.98	\$4,639.05	\$4,781.35	\$4,928.03	\$5,079.21	\$5,234.90	\$5,395.10	\$5,559.80		
Bi-Weekly Holiday	\$183.44	\$188.02	\$192.72	\$197.54	\$202.48	\$207.54	\$212.72	\$218.02	\$223.44		
Bi-Weekly Total	\$4,550.48	\$4,688.99	\$4,831.77	\$4,978.89	\$5,130.51	\$5,286.75	\$5,447.62	\$5,612.92	\$5,782.74		
Annual Holiday	\$5,424.56	\$5,544.84	\$5,668.16	\$5,794.51	\$5,923.95	\$6,056.48	\$6,192.09	\$6,330.76	\$6,472.48		
Base + Holiday	\$119,462.33	\$122,906.88	\$126,643.51	\$130,580.35	\$134,714.40	\$138,946.23	\$143,275.99	\$147,703.75	\$152,229.22		
Year 8											
District Chief Step Plan	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Bi-Weekly Base	\$4,550.48	\$4,688.99	\$4,831.77	\$4,978.89	\$5,130.51	\$5,286.75	\$5,447.62	\$5,612.92	\$5,782.74		
Bi-Weekly Holiday	\$183.44	\$188.02	\$192.72	\$197.54	\$202.48	\$207.54	\$212.72	\$218.02	\$223.44		
Bi-Weekly Total	\$4,733.92	\$4,877.01	\$5,024.49	\$5,176.43	\$5,332.99	\$5,494.29	\$5,660.34	\$5,831.14	\$6,006.58		
Annual Holiday	\$5,608.00	\$5,729.28	\$5,853.60	\$5,980.95	\$6,111.39	\$6,244.92	\$6,381.53	\$6,521.21	\$6,663.94		
Base + Holiday	\$125,070.33	\$128,636.16	\$132,497.11	\$136,561.28	\$140,829.38	\$145,301.21	\$150,076.74	\$155,054.95	\$160,235.94		
Year 9											
District Chief Step Plan	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Bi-Weekly Base	\$4,733.92	\$4,877.01	\$5,024.49	\$5,176.43	\$5,332.99	\$5,494.29	\$5,660.34	\$5,831.14	\$6,006.58		
Bi-Weekly Holiday	\$183.44	\$188.02	\$192.72	\$197.54	\$202.48	\$207.54	\$212.72	\$218.02	\$223.44		
Bi-Weekly Total	\$4,917.36	\$5,065.03	\$5,217.21	\$5,373.97	\$5,535.47	\$5,701.83	\$5,873.06	\$6,049.16	\$6,229.92		
Annual Holiday	\$5,792.00	\$5,914.56	\$6,040.00	\$6,168.31	\$6,299.45	\$6,433.42	\$6,570.21	\$6,709.81	\$6,852.24		
Base + Holiday	\$130,862.33	\$134,550.72	\$138,517.11	\$142,759.59	\$147,278.82	\$152,072.25	\$157,049.95	\$162,211.76	\$167,558.16		
Year 10			</								