

Important Notations:

Impacts do not include the unfunded filled (borrowed) positions and which employees are in them

File Name: Management Proposal 3 - Presented 08-10-2021.xlxs

2021/2022
2022/2023
2023/2024

of Steps remains the same except for FPI

		Min Step \$	Difference at Min	Max Step \$	Difference at Max	# of Steps	% or \$ at Step
PM	Current	\$ 40,965.74		\$ 57,945.65		0-15	
	FY 2021/22	\$ 44,037.31	\$ 3,071.57	\$ 59,050.03	\$ 1,104.38	0-15	approx \$1,000
	FY 2022/23	\$ 44,934.62	\$ 897.31	\$ 59,947.34	\$ 897.31	0-15	approx \$1,000
	FY 2023/24	\$ 45,831.94	\$ 897.31	\$ 60,844.66	\$ 897.31	0-15	approx \$1,000
EMT	Current	\$ 33,200.54		\$ 50,180.45		0-15	
	FY 2021/22	\$ 34,512.00	\$ 1,311.46	\$ 49,524.72	\$ (655.73)	0-15	approx \$1,000
	FY 2022/23	\$ 37,963.20	\$ 3,451.20	\$ 52,975.92	\$ 3,451.20	0-15	approx \$1,000
	FY 2023/24	\$ 41,414.40	\$ 3,451.20	\$ 56,427.12	\$ 3,451.20	0-15	approx \$1,000
FM2	Current	\$ 43,690.75		\$ 60,740.80		0-15	
	FY 2021/22	\$ 50,241.23	\$ 6,550.48	\$ 65,285.39	\$ 4,544.59	0-15	approx \$1,000
	FY 2022/23	\$ 51,244.17	\$ 1,002.94	\$ 66,288.33	\$ 1,002.94	0-15	approx \$1,000
	FY 2023/24	\$ 52,278.46	\$ 1,034.29	\$ 67,322.62	\$ 1,034.29	0-15	approx \$1,000
FF/EMT	Current	\$ 35,886.59		\$ 52,936.64		0-15	
	FY 2021/22	\$ 39,490.92	\$ 3,604.33	\$ 54,535.08	\$ 1,598.44	0-15	approx \$1,000
	FY 2022/23	\$ 40,274.47	\$ 783.55	\$ 55,318.63	\$ 783.55	0-15	approx \$1,000
	FY 2023/24	\$ 41,089.36	\$ 814.89	\$ 56,133.52	\$ 814.89	0-15	approx \$1,000
LT FM2	Current	\$ 58,452.83		\$ 71,992.57		0-12	
	FY 2021/22	\$ 62,997.42	\$ 4,544.59	\$ 75,032.75	\$ 3,040.17	0-12	approx \$1,000
	FY 2022/23	\$ 64,251.10	\$ 1,253.68	\$ 76,787.90	\$ 1,755.15	0-12	approx \$1,000
	FY 2023/24	\$ 65,536.12	\$ 1,285.02	\$ 78,292.32	\$ 1,504.42	0-12	approx \$1,000
LT FF/EMT	Current	\$ 50,648.67		\$ 64,188.42		0-12	
	FY 2021/22	\$ 53,187.37	\$ 2,538.70	\$ 65,974.91	\$ 1,786.49	0-12	approx \$1,000
	FY 2022/23	\$ 54,253.00	\$ 1,065.63	\$ 67,259.93	\$ 1,285.02	0-12	approx \$1,000
	FY 2023/24	\$ 55,349.97	\$ 1,096.97	\$ 68,544.95	\$ 1,285.02	0-12	approx \$1,000
FPI	Current	\$ 35,588.80		\$ 55,369.60		0-18	
	FY 2021/22	\$ 35,588.80	\$ -	\$ 56,809.21	\$ 1,439.61	0-15	approx \$1,000
	FY 2022/23	\$ 37,003.20	\$ 1,414.40	\$ 58,286.25	\$ 1,477.04	0-15	approx \$1,000
	FY 2023/24	\$ 38,209.60	\$ 1,206.40	\$ 59,801.69	\$ 1,515.44	0-15	approx \$1,000
AFM	Current	\$ 49,129.60		\$ 62,337.60		0-12	
	FY 2021/22	\$ 51,708.80	\$ 2,579.20	\$ 64,020.72	\$ 1,683.12	0-12	approx \$1,000
	FY 2022/23	\$ 52,748.80	\$ 1,040.00	\$ 65,621.23	\$ 1,600.52	0-12	approx \$1,000
	FY 2023/24	\$ 53,809.60	\$ 1,060.80	\$ 67,329.60	\$ 1,708.37	0-12	approx \$1,000
EVD FY 21/22: (Added \$1.60 PSTD into base) From Incentive to Disincentive	Current	\$ 31,327.60		\$ 44,855.92		0-13	
	FY 2021/22	\$ 36,357.36	\$ 5,029.76	\$ 49,322.00	\$ 4,466.08	0-13	approx \$1,000
	FY 2022/23	\$ 37,094.48	\$ 737.12	\$ 50,059.12	\$ 737.12	0-13	approx \$1,000
	FY 2023/24	\$ 37,831.60	\$ 737.12	\$ 50,796.24	\$ 737.12	0-13	approx \$1,000
CSS FY 21/22: (Added \$1.60 PSTD into base) From Incentive to Disincentive	Current	\$ 41,040.24		\$ 53,831.44		0-11	
	FY 2021/22	\$ 46,568.64	\$ 5,528.40	\$ 57,538.72	\$ 3,707.28	0-11	approx \$1,000
	FY 2022/23	\$ 47,500.88	\$ 932.24	\$ 58,470.96	\$ 932.24	0-11	approx \$1,000
	FY 2023/24	\$ 48,454.80	\$ 953.92	\$ 59,424.88	\$ 953.92	0-11	approx \$1,000
CAPT	Current	\$ 68,468.14		\$ 83,462.34		0-10	
	FY 2021/22	\$ 69,837.56	\$ 1,369.42	\$ 79,842.36	\$ (3,619.98)	0-10	approx \$1,000
	FY 2022/23	\$ 71,234.28	\$ 1,396.72	\$ 81,239.08	\$ 1,396.72	0-10	approx \$1,000
	FY 2023/24	\$ 72,659.08	\$ 1,424.80	\$ 82,663.88	\$ 1,424.80	0-10	approx \$1,000
DC (24/48)	Current	\$ 76,122.54		\$ 93,045.16		0-10	
	FY 2021/22	\$ 80,258.62	\$ 4,136.08	\$ 95,130.31	\$ 2,085.15	0-10	approx \$1,250
	FY 2022/23	\$ 81,873.74	\$ 1,615.12	\$ 96,586.52	\$ 1,456.22	0-10	approx \$1,250
	FY 2023/24	\$ 83,510.18	\$ 1,636.44	\$ 98,052.42	\$ 1,465.89	0-10	approx \$1,250

Rank & File

PARAMEDIC AND EMT (NON-FIRE CERT)

ZFire Report as of 06/02/2021

October 2020 (FY 20/21)	2.27%		2.22%		2.26%		2.29%		2.16%		2.11%		2.07%		2.17%		2.12%		2.08%		2.11%		2.06%		2.02%		3.45%		3.71%	
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	\$ 11.87	\$ 12.14	\$ 12.41	\$ 12.69	\$ 12.98	\$ 13.26	\$ 13.54	\$ 13.82	\$ 14.12	\$ 14.42	\$ 14.72	\$ 15.03	\$ 15.34	\$ 15.65	\$ 16.19	\$ 16.79														
Base Annual	\$ 39,503.36	\$ 40,401.92	\$ 41,300.48	\$ 42,232.32	\$ 43,197.44	\$ 44,129.28	\$ 45,061.12	\$ 45,992.96	\$ 46,991.36	\$ 47,989.76	\$ 48,988.16	\$ 50,019.84	\$ 51,051.52	\$ 52,083.20	\$ 53,880.32	\$ 55,877.12														
PM Holiday	\$ 1,462.38	\$ 1,495.65	\$ 1,529.91	\$ 1,563.41	\$ 1,597.14	\$ 1,631.63	\$ 1,666.13	\$ 1,702.62	\$ 1,739.58	\$ 1,776.54	\$ 1,813.50	\$ 1,851.70	\$ 1,889.89	\$ 1,928.08	\$ 1,994.61	\$ 2,068.53														
PM Annual	\$ 40,965.74	\$ 41,897.57	\$ 42,829.39	\$ 43,795.73	\$ 44,796.58	\$ 45,762.91	\$ 46,729.25	\$ 47,695.58	\$ 48,730.94	\$ 49,766.30	\$ 50,801.66	\$ 51,871.54	\$ 52,941.41	\$ 54,011.28	\$ 55,874.93	\$ 57,945.65														

October 2022 (FY 22/23)	2% at Base	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour
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	\$ 13.02	\$ 13.31	\$ 13.60	\$ 13.89	\$ 14.18	\$ 14.47	\$ 14.76	\$ 15.05	\$ 15.34	\$ 15.63	\$ 15.92	\$ 16.21	\$ 16.50	\$ 16.79	\$ 17.08	\$ 17.37	
Base Annual	\$ 43,330.56	\$ 44,295.68	\$ 45,260.80	\$ 46,225.92	\$ 47,191.04	\$ 48,156.16	\$ 49,121.28	\$ 50,086.40	\$ 51,051.52	\$ 52,016.64	\$ 52,981.76	\$ 53,946.88	\$ 54,912.00	\$ 55,877.12	\$ 56,842.24	\$ 57,807.36	
PM Holiday	\$ 1,604.06	\$ 1,639.79	\$ 1,675.52	\$ 1,711.25	\$ 1,746.98	\$ 1,782.70	\$ 1,818.43	\$ 1,854.16	\$ 1,889.89	\$ 1,925.62	\$ 1,961.34	\$ 1,997.07	\$ 2,032.80	\$ 2,068.53	\$ 2,104.26	\$ 2,139.98	
PM Annual	\$ 44,934.62	\$ 45,935.47	\$ 46,936.32	\$ 47,937.17	\$ 48,938.02	\$ 49,938.86	\$ 50,939.71	\$ 51,940.56	\$ 52,941.41	\$ 53,942.26	\$ 54,943.10	\$ 55,943.95	\$ 56,944.80	\$ 57,945.65	\$ 58,946.50	\$ 59,947.34	

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

October 2021 (FY 21/22)	to MinWage	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour
EMT	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	\$ 10.00	\$ 10.29	\$ 10.58	\$ 10.87	\$ 11.16	\$ 11.45	\$ 11.74	\$ 12.03	\$ 12.32	\$ 12.61	\$ 12.90	\$ 13.19	\$ 13.48	\$ 13.77	\$ 14.06	\$ 14.35
Base Annual	\$ 33,280.00	\$ 34,245.12	\$ 35,210.24	\$ 36,175.36	\$ 37,140.48	\$ 38,105.60	\$ 39,070.72	\$ 40,035.84	\$ 41,000.96	\$ 41,966.08	\$ 42,931.20	\$ 43,896.32	\$ 44,861.44	\$ 45,826.56	\$ 46,791.68	\$ 47,756.80
EMT Holiday	\$ 1,232.00	\$ 1,267.73	\$ 1,303.46	\$ 1,339.18	\$ 1,374.91	\$ 1,410.64	\$ 1,446.37	\$ 1,482.10	\$ 1,517.82	\$ 1,553.55	\$ 1,589.28	\$ 1,625.01	\$ 1,660.74	\$ 1,696.46	\$ 1,732.19	\$ 1,767.92
EMT Annual	\$ 34,512.00	\$ 35,512.85	\$ 36,513.70	\$ 37,514.54	\$ 38,515.39	\$ 39,516.24	\$ 40,517.09	\$ 41,517.94	\$ 42,518.78	\$ 43,519.63	\$ 44,520.48	\$ 45,521.33	\$ 46,522.18	\$ 47,523.02	\$ 48,523.87	\$ 49,524.72

October 2023 (FY 23/24)	to Min Wage	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour	\$0.29 per hour
EMT	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	\$ 12.00	\$ 12.29	\$ 12.58	\$ 12.87	\$ 13.16	\$ 13.45	\$ 13.74	\$ 14.03	\$ 14.32	\$ 14.61	\$ 14.90	\$ 15.19	\$ 15.48	\$ 15.77	\$ 16.06	\$ 16.35
Base Annual	\$ 39,936.00	\$ 40,901.12	\$ 41,866.24	\$ 42,831.36	\$ 43,796.48	\$ 44,761.60	\$ 45,726.72	\$ 46,691.84	\$ 47,656.96	\$ 48,622.08	\$ 49,587.20	\$ 50,552.32	\$ 51,517.44	\$ 52,482.56	\$ 53,447.68	\$ 54,412.80
EMT Holiday	\$ 1,478.40	\$ 1,514.13	\$ 1,549.86	\$ 1,585.58	\$ 1,621.31	\$ 1,657.04	\$ 1,692.77	\$ 1,728.50	\$ 1,764.22	\$ 1,799.95	\$ 1,835.68	\$ 1,871.41	\$ 1,907.14	\$ 1,942.86	\$ 1,978.59	\$ 2,014.32
EMT Annual	\$ 41,414.40	\$ 42,415.25	\$ 43,416.10	\$ 44,416.94	\$ 45,417.79	\$ 46,418.64	\$ 47,419.49	\$ 48,420.34	\$ 49,421.18	\$ 50,422.03	\$ 51,422.88	\$ 52,423.73	\$ 53,424.58	\$ 54,425.42	\$ 55,426.27	\$ 56,427.12

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

5
15
10

2021/22
2022/23

Holidays	11
Insp Long	\$2,250.00

Rank & File
Fire Prevention Inspectors
Zfire Report as of 06/02/2021

October 2020 (FY 20/21)		2.45%		2.51%		2.50%		2.44%		2.65%		2.92%		2.47%		2.51%		2.50%		2.48%		2.47%		2.50%		2.48%		2.51%		2.49%		2.47%		2.49%		2.50%	
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	Step 16	Step 17	Step 18																		
Hourly Rate	\$ 17.11	\$ 17.53	\$ 17.97	\$ 18.42	\$ 18.87	\$ 19.37	\$ 19.82	\$ 20.31	\$ 20.82	\$ 21.34	\$ 21.87	\$ 22.41	\$ 22.97	\$ 23.54	\$ 24.13	\$ 24.73	\$ 25.34	\$ 25.97	\$ 26.62																		
Base Annual	\$ 35,588.80	\$ 36,462.40	\$ 37,377.60	\$ 38,313.60	\$ 39,249.60	\$ 40,289.60	\$ 41,225.60	\$ 42,244.80	\$ 43,305.60	\$ 44,387.20	\$ 45,489.60	\$ 46,612.80	\$ 47,777.60	\$ 48,963.20	\$ 50,190.40	\$ 51,438.40	\$ 52,707.20	\$ 54,017.60	\$ 55,369.60																		

October 2021 (FY 21/22)		0% to Base		\$0.65 per hour		\$0.65 per hour		\$0.65 per hour		\$0.65 per hour		\$0.65 per hour		\$0.65 per hour		\$0.65 per hour		\$0.65 per hour		\$0.65 per hour		\$0.65 per hour		\$0.65 per hour		\$0.65 per hour		\$0.65 per hour		\$1.10 per hour							
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	Step 16	Step 17	Step 18																		
Hourly Rate	\$	17.11	\$	17.76	\$	18.41	\$	19.06	\$	19.71	\$	20.36	\$	21.01	\$	21.66	\$	22.31	\$	22.96	\$	23.61	\$	24.26	\$	24.91	\$	25.56	\$	26.21	\$	27.31	\$		\$		
Base Annual	\$	35,588.80	\$	36,940.80	\$	38,292.80	\$	39,644.80	\$	40,996.80	\$	42,348.80	\$	43,700.80	\$	45,052.80	\$	46,404.80	\$	47,756.80	\$	49,108.80	\$	50,460.80	\$	51,812.80	\$	53,164.80	\$	54,516.80	\$	56,809.21	\$		\$		

October 2022 (FY 22/23)		4% to Base		\$0.62 per hour		\$0.62 per hour		\$0.62 per hour		\$0.62 per hour		\$0.62 per hour		\$0.62 per hour		\$0.62 per hour		\$0.62 per hour		\$0.62 per hour		\$0.62 per hour		\$0.62 per hour		\$0.62 per hour		\$0.62 per hour		\$1.55 per hour							
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	Step 16	Step 17	Step 18																		
Hourly Rate	\$	17.79	\$	18.41	\$	19.03	\$	19.65	\$	20.27	\$	20.89	\$	21.51	\$	22.13	\$	22.75	\$	23.37	\$	23.99	\$	24.61	\$	25.23	\$	25.85	\$	26.47	\$	28.02	\$		\$		
Base Annual	\$	37,009.20	\$	38,292.80	\$	39,582.40	\$	40,872.00	\$	42,161.60	\$	43,451.20	\$	44,740.80	\$	46,030.40	\$	47,320.00	\$	48,609.60	\$	49,899.20	\$	51,188.80	\$	52,478.40	\$	53,768.00	\$	55,057.60	\$	58,286.25	\$		\$		

October 2023 (FY 23/24)		3.25% to Base		\$0.59 per hour		\$0.59 per hour		\$0.59 per hour		\$0.59 per hour		\$0.59 per hour		\$0.59 per hour		\$0.59 per hour		\$0.59 per hour		\$0.59 per hour		\$0.59 per hour		\$0.59 per hour		\$0.59 per hour		\$0.59 per hour		\$2.12 per hour							
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	Step 16	Step 17	Step 18																		
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	\$		\$		

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

Holidays	11
Long	\$2,250.00

Rank & File
Assistant Fire Marshal
Zfire Report as of 06/02/2021

October 2020 (FY 20/21)		2.03%		1.95%		2.04%		1.99%		1.99%		1.99%		1.99%		2.03%		2.02%		1.98%		2.01%		2.01%		
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	\$	23.62	\$	24.10	\$	24.57	\$	25.07	\$	25.57	\$	26.08	\$	26.60	\$	27.13	\$	27.68	\$	28.24	\$	28.80	\$	29.38	\$	29.97
Base Annual	\$	49,129.60	\$	50,128.00	\$	51,105.60	\$	52,145.60	\$	53,185.60	\$	54,246.40	\$	55,328.00	\$	56,430.40	\$	57,574.40	\$	58,739.20	\$	59,904.00	\$	61,110.40	\$	62,337.60

October 2021 (FY 21/22)		5.25% to Base		\$0.48 per hour		\$0.48 per hour		\$0.48 per hour		\$0.48 per hour		\$0.48 per hour		\$0.48 per hour		\$0.48 per hour		\$0.48 per hour		\$0.48 per hour		\$0.48 per hour		\$0.64 per hour		
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	\$	24.86	\$	25.34	\$	25.82	\$	26.30	\$	26.78	\$	27.26	\$	27.74	\$	28.22	\$	28.70	\$	29.18	\$	29.66	\$	30.14	\$	30.78
Base Annual	\$	51,708.80	\$	52,707.20	\$	53,705.60	\$	54,704.00	\$	55,702.40	\$	56,700.80	\$	57,699.20	\$	58,697.60	\$	59,696.00	\$	60,694.40	\$	61,692.80	\$	62,691.20	\$	64,020.72

October 2022 (FY 22/23)		2% to Base		\$0.48 per hour		\$0.48 per hour		\$0.48 per hour		\$0.48 per hour		\$0.48 per hour		\$0.48 per hour		\$0.48 per hour		\$0.48 per hour		\$0.48 per hour		\$0.48 per hour		\$0.91 per hour		
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	\$	25.36	\$	25.84	\$	26.32	\$	26.80	\$	27.28	\$	27.76	\$	28.24	\$	28.72	\$	29.20	\$	29.68	\$	30.16	\$	30.64	\$	31.55
Base Annual	\$	52,748.80	\$	53,747.20	\$	54,745.60	\$	55,744.00	\$	56,742.40	\$	57,740.80	\$	58,739.20	\$	59,737.60	\$	60,736.00	\$	61,734.40	\$	62,732.80	\$	63,731.20	\$	65,621.23

October 2023 (FY 23/24)		2% to Base		\$0.48 per hour		\$0.48 per hour		\$0.48 per hour		\$0.48 per hour		\$0.48 per hour		\$0.48 per hour		\$0.48 per hour		\$0.48 per hour		\$0.48 per hour		\$0.48 per hour		\$1.22 per hour		
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	\$	\$3,809.60	\$	\$4,808.00	\$	\$5,806.40	\$	\$6,804.80	\$	\$7,803.20	\$	\$8,801.60	\$	\$9,800.00	\$	\$60,798.40	\$	\$61,796.80	\$	\$62,795.20	\$	\$63,793.60	\$	\$64,792.00	\$	\$67,329.60

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

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Benefit Rate 19.00%
Emp Count as of: 6/2/2021

2021/22
2022/23
2023/24

Holidays	11
Disp Long	\$2,000.00

Rank & File

Dispatchers

ZFire Report as of 06/02/2021

October 2020 (FY 20/21)	2.77%		2.83%		2.82%		2.80%		2.79%		2.77%		2.82%		2.80%		2.77%		2.81%		2.84%		2.76%		2.83%	
EVD/EMD 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												
Hourly Rate	\$ 14.45	\$ 14.85	\$ 15.27	\$ 15.70	\$ 16.14	\$ 16.59	\$ 17.05	\$ 17.53	\$ 18.02	\$ 18.52	\$ 19.04	\$ 19.58	\$ 20.12	\$ 20.69												
Base Annual	\$ 30,056.00	\$ 30,888.00	\$ 31,761.60	\$ 32,656.00	\$ 33,571.20	\$ 34,507.20	\$ 35,464.00	\$ 36,462.40	\$ 37,481.60	\$ 38,521.60	\$ 39,603.20	\$ 40,726.40	\$ 41,849.60	\$ 43,035.20												
EVD/EMD Holiday	\$ 1,271.60	\$ 1,306.80	\$ 1,343.76	\$ 1,381.60	\$ 1,420.32	\$ 1,459.92	\$ 1,500.40	\$ 1,542.64	\$ 1,585.76	\$ 1,629.76	\$ 1,675.52	\$ 1,723.04	\$ 1,770.56	\$ 1,820.72												
EVD/EMD Annual	\$ 31,327.60	\$ 32,194.80	\$ 33,105.36	\$ 34,037.60	\$ 34,991.52	\$ 35,967.12	\$ 36,964.40	\$ 38,005.04	\$ 39,067.36	\$ 40,151.36	\$ 41,278.72	\$ 42,449.44	\$ 43,620.16	\$ 44,855.92												

5% to Base + \$1.60

PSTC Cert

October 2021 (FY 21/22)	5% to Base + \$1.60	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour
EVD/EMD 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
Hourly Rate	\$ 16.77	\$ 17.23	\$ 17.69	\$ 18.15	\$ 18.61	\$ 19.07	\$ 19.53	\$ 19.99	\$ 20.45	\$ 20.91	\$ 21.37	\$ 21.83	\$ 22.29	\$ 22.75
Base Annual	\$ 34,881.60	\$ 35,838.40	\$ 36,795.20	\$ 37,752.00	\$ 38,708.80	\$ 39,665.60	\$ 40,622.40	\$ 41,579.20	\$ 42,536.00	\$ 43,492.80	\$ 44,449.60	\$ 45,406.40	\$ 46,363.20	\$ 47,320.00
EVD/EMD Holiday	\$ 1,475.76	\$ 1,516.24	\$ 1,556.72	\$ 1,597.20	\$ 1,637.68	\$ 1,678.16	\$ 1,718.64	\$ 1,759.12	\$ 1,799.60	\$ 1,840.08	\$ 1,880.56	\$ 1,921.04	\$ 1,961.52	\$ 2,002.00
EVD/EMD Annual	\$ 36,357.36	\$ 37,354.64	\$ 38,351.92	\$ 39,349.20	\$ 40,346.48	\$ 41,343.76	\$ 42,341.04	\$ 43,338.32	\$ 44,335.60	\$ 45,332.88	\$ 46,330.16	\$ 47,327.44	\$ 48,324.72	\$ 49,322.00

October 2022 (FY 22/23)	2% to Base	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour
EVD/EMD 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
Hourly Rate	\$ 17.11	\$ 17.57	\$ 18.03	\$ 18.49	\$ 18.95	\$ 19.41	\$ 19.87	\$ 20.33	\$ 20.79	\$ 21.25	\$ 21.71	\$ 22.17	\$ 22.63	\$ 23.09
Base Annual	\$ 35,588.80	\$ 36,545.60	\$ 37,502.40	\$ 38,459.20	\$ 39,416.00	\$ 40,372.80	\$ 41,329.60	\$ 42,286.40	\$ 43,243.20	\$ 44,200.00	\$ 45,156.80	\$ 46,113.60	\$ 47,070.40	\$ 48,027.20
EVD/EMD Holiday	\$ 1,505.68	\$ 1,546.16	\$ 1,586.64	\$ 1,627.12	\$ 1,667.60	\$ 1,708.08	\$ 1,748.56	\$ 1,789.04	\$ 1,829.52	\$ 1,870.00	\$ 1,910.48	\$ 1,950.96	\$ 1,991.44	\$ 2,031.92
EVD/EMD Annual	\$ 37,094.48	\$ 38,091.76	\$ 39,089.04	\$ 40,086.32	\$ 41,083.60	\$ 42,080.88	\$ 43,078.16	\$ 44,075.44	\$ 45,072.72	\$ 46,070.00	\$ 47,067.28	\$ 48,064.56	\$ 49,061.84	\$ 50,059.12

October 2023 (FY 23/24)	2% to Base	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour
EVD/EMD 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
Hourly Rate	\$ 17.45	\$ 17.91	\$ 18.37	\$ 18.83	\$ 19.29	\$ 19.75	\$ 20.21	\$ 20.67	\$ 21.13	\$ 21.59	\$ 22.05	\$ 22.51	\$ 22.97	\$ 23.43
Base Annual	\$ 36,296.00	\$ 37,252.80	\$ 38,209.60	\$ 39,166.40	\$ 40,123.20	\$ 41,080.00	\$ 42,036.80	\$ 42,993.60	\$ 43,950.40	\$ 44,907.20	\$ 45,864.00	\$ 46,820.80	\$ 47,777.60	\$ 48,734.40
EVD/EMD Holiday	\$ 1,535.60	\$ 1,576.08	\$ 1,616.56	\$ 1,657.04	\$ 1,697.52	\$ 1,738.00	\$ 1,778.48	\$ 1,818.96	\$ 1,859.44	\$ 1,899.92	\$ 1,940.40	\$ 1,980.88	\$ 2,021.36	\$ 2,061.84
EVD/EMD Annual	\$ 37,831.60	\$ 38,828.88	\$ 39,826.16	\$ 40,823.44	\$ 41,820.72	\$ 42,818.00	\$ 43,815.28	\$ 44,812.56	\$ 45,809.84	\$ 46,807.12	\$ 47,804.40	\$ 48,801.68	\$ 49,798.96	\$ 50,796.24

Incentive & De-Incentive	FO1	SRT 1	Driver Engineer	Foreign Language	EVD Shift 4pm - 12am	EVD Shift 12 am - 8am	Public Safety Telecom. Certified (Disincentive)	Certified Training Officer
Hourly Rate	\$ 0.36	\$ 0.25	\$ 0.25	\$ 0.10	\$ 0.45	\$ 0.60	-\$1.60	\$0.25
Annual	\$ 748.80	\$ 520.00	\$ 520.00	\$ 208.00	\$ 936.00	\$ 1,248.00	-\$3,328.00	\$520.00

Holidays	11
Disp Sup Long	\$2,250.00

Rank & File

Dispatch Supervisors

ZFire Report as of 06/02/2021

October 2020 (FY 20/21)		2.48%	2.53%	2.46%	2.50%	2.49%	2.52%	2.51%	2.49%	2.52%	2.45%	2.52%
CSS/Disp Supvr 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
Hourly Rate	\$18.93	\$19.40	\$19.89	\$20.38	\$20.89	\$21.41	\$21.95	\$22.50	\$23.06	\$23.64	\$24.22	\$24.83
Base Annual	\$39,374.40	\$40,352.00	\$41,371.20	\$42,390.40	\$43,451.20	\$44,532.80	\$45,656.00	\$46,800.00	\$47,964.80	\$49,171.20	\$50,377.60	\$51,646.40
CSS/DC EVD/EMD Holiday	\$1,665.84	\$1,707.20	\$1,750.32	\$1,793.44	\$1,838.32	\$1,884.08	\$1,931.60	\$1,980.00	\$2,029.28	\$2,080.32	\$2,131.36	\$2,185.04
CSS/DS Annual	\$41,040.24	\$42,059.20	\$43,121.52	\$44,183.84	\$45,289.52	\$46,416.88	\$47,587.60	\$48,780.00	\$49,994.08	\$51,251.52	\$52,508.96	\$53,831.44

5% to Base + \$1.60

PSTC Cert

October 2021 (FY 21/22)	5% to Base + \$1.60	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour
CSS/Disp Supr 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
Hourly Rate	\$21.48	\$21.94	\$22.40	\$22.86	\$23.32	\$23.78	\$24.24	\$24.70	\$25.16	\$25.62	\$26.08	\$26.54
Base Annual	\$44,678.40	\$45,635.20	\$46,592.00	\$47,548.80	\$48,505.60	\$49,462.40	\$50,419.20	\$51,376.00	\$52,332.80	\$53,289.60	\$54,246.40	\$55,203.20
CSS/DS Holiday	\$1,890.24	\$1,930.72	\$1,971.20	\$2,011.68	\$2,052.16	\$2,092.64	\$2,133.12	\$2,173.60	\$2,214.08	\$2,254.56	\$2,295.04	\$2,335.52
CSS/DS Annual	\$46,568.64	\$47,565.92	\$48,563.20	\$49,560.48	\$50,557.76	\$51,555.04	\$52,552.32	\$53,549.60	\$54,546.88	\$55,544.16	\$56,541.44	\$57,538.72

October 2022 (FY 22/23)	2% to Base	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour
CSS/Disp Supr 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
Hourly Rate	\$21.91	\$22.37	\$22.83	\$23.29	\$23.75	\$24.21	\$24.67	\$25.13	\$25.59	\$26.05	\$26.51	\$26.97
Base Annual	\$45,572.80	\$46,529.60	\$47,486.40	\$48,443.20	\$49,400.00	\$50,356.80	\$51,313.60	\$52,270.40	\$53,227.20	\$54,184.00	\$55,140.80	\$56,097.60
CSS/DS Holiday	\$1,928.08	\$1,968.56	\$2,009.04	\$2,049.52	\$2,090.00	\$2,130.48	\$2,170.96	\$2,211.44	\$2,251.92	\$2,292.40	\$2,332.88	\$2,373.36
CSS/DS Annual	\$47,500.88	\$48,498.16	\$49,495.44	\$50,492.72	\$51,490.00	\$52,487.28	\$53,484.56	\$54,481.84	\$55,479.12	\$56,476.40	\$57,473.68	\$58,470.96

October 2023 (FY 23/24)	2% to Base	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour	\$0.46 per hour
CSS/Disp Supr 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
Hourly Rate	\$22.35	\$22.81	\$23.27	\$23.73	\$24.19	\$24.65	\$25.11	\$25.57	\$26.03	\$26.49	\$26.95	\$27.41
Base Annual	\$46,488.00	\$47,444.80	\$48,401.60	\$49,358.40	\$50,315.20	\$51,272.00	\$52,228.80	\$53,185.60	\$54,142.40	\$55,099.20	\$56,056.00	\$57,012.80
CSS/DS Holiday	\$1,966.80	\$2,007.28	\$2,047.76	\$2,088.24	\$2,128.72	\$2,169.20	\$2,209.68	\$2,250.16	\$2,290.64	\$2,331.12	\$2,371.60	\$2,412.08
CSS/DS Annual	\$48,454.80	\$49,452.08	\$50,449.36	\$51,446.64	\$52,443.92	\$53,441.20	\$54,438.48	\$55,435.76	\$56,433.04	\$57,430.32	\$58,427.60	\$59,424.88

Incentives & De-Incentives	FO1	SRT 1	Driver Engineer	Foreign Language	EVD Shift 4pm - 12am	EVD Shift 12 am - 8am	Public Safety Telecom. Certified (Disincentive)	Certified Training Officer
Hourly Rate	\$0.36	\$0.25	\$0.25	\$0.10	\$0.45	\$0.60	-\$1.60	\$0.25
Annual	\$748.80	\$520.00	\$520.00	\$208.00	\$936.00	\$1,248.00	-\$3,328.00	\$520.00

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2021/22
2022/23
2023/24

Holidays	11
Insp Long	\$2,000.00

Rank & File

Firefighters

ZFire Report as of 06/02/2021

October 2020 (FY 20/21)		2.15%	2.11%	2.13%	2.15%	1.98%	2.00%	2.03%	1.99%	2.07%	2.03%	1.93%	1.95%	1.97%	3.31%	3.53%
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	\$ 13.94	\$ 14.24	\$ 14.54	\$ 14.85	\$ 15.17	\$ 15.47	\$ 15.78	\$ 16.10	\$ 16.42	\$ 16.76	\$ 17.10	\$ 17.43	\$ 17.77	\$ 18.12	\$ 18.72	\$ 19.38
Base Annual	\$ 41,973.34	\$ 42,876.64	\$ 43,779.94	\$ 44,713.35	\$ 45,676.87	\$ 46,580.17	\$ 47,513.58	\$ 48,477.10	\$ 49,440.62	\$ 50,464.36	\$ 51,488.10	\$ 52,481.73	\$ 53,505.47	\$ 54,559.32	\$ 56,365.92	\$ 58,353.18
FM2 Holiday	\$ 1,717.41	\$ 1,754.37	\$ 1,791.33	\$ 1,829.52	\$ 1,868.94	\$ 1,905.90	\$ 1,944.10	\$ 1,981.52	\$ 2,022.94	\$ 2,064.83	\$ 2,106.72	\$ 2,147.38	\$ 2,189.26	\$ 2,232.38	\$ 2,306.30	\$ 2,387.62
FM2 Annual	\$ 43,690.75	\$ 44,631.01	\$ 45,571.27	\$ 46,542.87	\$ 47,545.81	\$ 48,486.07	\$ 49,457.68	\$ 50,460.62	\$ 51,463.56	\$ 52,529.19	\$ 53,594.82	\$ 54,629.11	\$ 55,694.73	\$ 56,791.70	\$ 58,672.22	\$ 60,740.80

October 2021 (FY 21/22)	15.64%	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour
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	\$ 16.03	\$ 16.35	\$ 16.67	\$ 16.99	\$ 17.31	\$ 17.63	\$ 17.95	\$ 18.27	\$ 18.59	\$ 18.91	\$ 19.23	\$ 19.55	\$ 19.87	\$ 20.19	\$ 20.51	\$ 20.83
Base Annual	\$ 48,266.33	\$ 49,229.85	\$ 50,193.37	\$ 51,156.89	\$ 52,120.41	\$ 53,083.93	\$ 54,047.45	\$ 55,010.97	\$ 55,974.49	\$ 56,938.01	\$ 57,901.53	\$ 58,865.05	\$ 59,828.57	\$ 60,792.09	\$ 61,755.61	\$ 62,719.13
FM2 Holiday	\$ 1,974.90	\$ 2,014.32	\$ 2,053.74	\$ 2,093.17	\$ 2,132.59	\$ 2,172.02	\$ 2,211.44	\$ 2,250.86	\$ 2,290.29	\$ 2,329.71	\$ 2,369.14	\$ 2,408.56	\$ 2,447.98	\$ 2,487.41	\$ 2,526.83	\$ 2,566.26
FM2 Annual	\$ 50,241.23	\$ 51,244.17	\$ 52,247.11	\$ 53,250.06	\$ 54,253.00	\$ 55,255.95	\$ 56,258.89	\$ 57,261.83	\$ 58,264.78	\$ 59,267.72	\$ 60,270.67	\$ 61,273.61	\$ 62,276.55	\$ 63,279.50	\$ 64,282.44	\$ 65,285.39

October 2022 (FY 22/23)	2% to Base	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour
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	\$ 16.35	\$ 16.67	\$ 16.99	\$ 17.31	\$ 17.63	\$ 17.95	\$ 18.27	\$ 18.59	\$ 18.91	\$ 19.23	\$ 19.55	\$ 19.87	\$ 20.19	\$ 20.51	\$ 20.83	\$ 21.15
Base Annual	\$ 49,229.85	\$ 50,193.37	\$ 51,156.89	\$ 52,120.41	\$ 53,083.93	\$ 54,047.45	\$ 55,010.97	\$ 55,974.49	\$ 56,938.01	\$ 57,901.53	\$ 58,865.05	\$ 59,828.57	\$ 60,792.09	\$ 61,755.61	\$ 62,719.13	\$ 63,682.65
FM2 Holiday	\$ 2,014.32	\$ 2,053.74	\$ 2,093.17	\$ 2,132.59	\$ 2,172.02	\$ 2,211.44	\$ 2,250.86	\$ 2,290.29	\$ 2,329.71	\$ 2,369.14	\$ 2,408.56	\$ 2,447.98	\$ 2,487.41	\$ 2,526.83	\$ 2,566.26	\$ 2,605.68
FM2 Annual	\$ 51,244.17	\$ 52,247.11	\$ 53,250.06	\$ 54,253.00	\$ 55,255.95	\$ 56,258.89	\$ 57,261.83	\$ 58,264.78	\$ 59,267.72	\$ 60,270.67	\$ 61,273.61	\$ 62,276.55	\$ 63,279.50	\$ 64,282.44	\$ 65,285.39	\$ 66,288.33

October 2023 (FY 23/24)	2% to Base	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour
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
FM2 Holiday	\$ 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

Incentive & De-Incentive	FO1	Haz Mat Tech (SRT II)	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

October 2020 (FY 20/21)																
FM1 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	\$ 12.94	\$ 13.24	\$ 13.54	\$ 13.85	\$ 14.17	\$ 14.47	\$ 14.78	\$ 15.10	\$ 15.42	\$ 15.76	\$ 16.10	\$ 16.43	\$ 16.77	\$ 17.12	\$ 17.72	\$ 18.38
Base Annual	\$ 38,962.34	\$ 39,865.64	\$ 40,768.94	\$ 41,702.35	\$ 42,665.87	\$ 43,569.17	\$ 44,502.58	\$ 45,466.10	\$ 46,429.62	\$ 47,453.36	\$ 48,477.10	\$ 49,470.73	\$ 50,494.47	\$ 51,548.32	\$ 53,354.92	\$ 55,342.18
FM1 Holiday	\$ 1,594.21	\$ 1,631.17	\$ 1,668.13	\$ 1,706.32	\$ 1,745.74	\$ 1,782.70	\$ 1,820.90	\$ 1,860.32	\$ 1,899.74	\$ 1,941.63	\$ 1,983.52	\$ 2,024.18	\$ 2,066.06	\$ 2,109.18	\$ 2,183.10	\$ 2,264.42
FM1 Annual	\$ 40,556.55	\$ 41,496.81	\$ 42,437.07	\$ 43,408.67	\$ 44,411.61	\$ 45,351.87	\$ 46,323.48	\$ 47,326.42	\$ 48,329.36	\$ 49,394.99	\$ 50,460.62	\$ 51,491.91	\$ 52,560.53	\$ 53,657.50	\$ 55,538.02	\$ 57,606.60

October 2021 (FY 21/22)	FM2 - \$1 disincentive															
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	\$ 15.01	\$ 15.35	\$ 15.67	\$ 15.99	\$ 16.31	\$ 16.63	\$ 16.95	\$ 17.27	\$ 17.59	\$ 17.91	\$ 18.23	\$ 18.55	\$ 18.87	\$ 19.19	\$ 19.51	\$ 19.83
Base Annual	\$ 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	\$ 54,890.53	\$ 55,854.05	\$ 56,817.57	\$ 57,781.09	\$ 58,744.61	\$ 59,708.13
FM2 Holiday	\$ 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	\$ 2,245.94	\$ 2,285.36	\$ 2,324.78	\$ 2,364.21	\$ 2,403.63	\$ 2,443.06
FM2 Annual	\$ 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	\$ 57,136.47	\$ 58,139.41	\$ 59,142.35	\$ 60,145.30	\$ 61,148.24	\$ 62,151.19

October 2022 (FY 22/23)	FM2 - \$1 disincentive															
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	\$ 15.35	\$ 15.67	\$ 15.99	\$ 16.31	\$ 16.63	\$ 16.95	\$ 17.27	\$ 17.59	\$ 17.91	\$ 18.23	\$ 18.55	\$ 18.87	\$ 19.19	\$ 19.51	\$ 19.83	\$ 20.15
Base Annual	\$ 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	\$ 54,890.53	\$ 55,854.05	\$ 56,817.57	\$ 57,781.09	\$ 58,744.61	\$ 59,708.13	\$ 60,671.65
FM2 Holiday	\$ 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	\$ 2,245.94	\$ 2,285.36	\$ 2,324.78	\$ 2,364.21	\$ 2,403.63	\$ 2,443.06	\$ 2,482.48
FM2 Annual	\$ 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	\$ 57,136.47	\$ 58,139.41	\$ 59,142.35	\$ 60,145.30	\$ 61,148.24	\$ 62,151.19	\$ 63,154.13

October 2023 (FY 23/24)	FM2 - \$1 disincentive															
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	\$ 15.68	\$ 16.00	\$ 16.32	\$ 16.64	\$ 16.96	\$ 17.28	\$ 17.60	\$ 17.92	\$ 18.24	\$ 18.56	\$ 18.88	\$ 19.20	\$ 19.52	\$ 19.84	\$ 20.16	\$ 20.48
Base Annual	\$ 47,212.48	\$ 48,176.00	\$ 49,139.52	\$ 50,103.04	\$ 51,066.56	\$ 52,030.08	\$ 52,993.60	\$ 53,957.12	\$ 54,920.64	\$ 55,884.16	\$ 56,847.68	\$ 57,811.20	\$ 58,774.72	\$ 59,738.24	\$ 60,701.76	\$ 61,665.28
FM2 Holiday	\$ 1,891.78	\$ 1,931.20	\$ 1,970.62	\$ 2,009.05	\$ 2,048.47	\$ 2,087.89	\$ 2,127.32	\$ 2,166.74	\$ 2,206.17	\$ 2,245.59	\$ 2,285.02	\$ 2,324.44	\$ 2,363.87	\$ 2,403.29	\$ 2,442.72	\$ 2,482.14
FM2 Annual	\$ 49,144.26	\$ 50,147.20	\$ 51,150.14	\$ 52,153.09	\$ 53,156.03	\$ 54,158.98	\$ 55,161.92	\$ 56,164.86	\$ 57,167.81	\$ 58,170.75	\$ 59,173.70	\$ 60,176.64	\$ 61,179.58	\$ 62,182.53	\$ 63,185.47	\$ 64,188.42

Incentive & De-Incentive	FO1	Haz Mat Tech (SRT II)	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

October 2020 (FY 20/21)		2.62%	2.55%	2.57%	2.59%	2.37%	2.39%	2.41%	2.35%	2.44%	2.38%	2.26%	2.28%	2.29%	3.84%	4.07%
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	\$ 11.45	\$ 11.75	\$ 12.05	\$ 12.36	\$ 12.68	\$ 12.98	\$ 13.29	\$ 13.61	\$ 13.93	\$ 14.27	\$ 14.61	\$ 14.94	\$ 15.28	\$ 15.63	\$ 16.23	\$ 16.89
Base Annual	\$ 34,475.95	\$ 35,379.25	\$ 36,282.55	\$ 37,185.85	\$ 38,119.48	\$ 39,082.78	\$ 40,016.19	\$ 40,979.71	\$ 41,943.23	\$ 42,966.97	\$ 43,990.71	\$ 44,984.34	\$ 46,008.08	\$ 47,061.93	\$ 48,868.53	\$ 50,855.79
FF/EMT Holiday	\$ 1,410.64	\$ 1,447.60	\$ 1,484.56	\$ 1,522.75	\$ 1,562.18	\$ 1,599.14	\$ 1,637.33	\$ 1,676.75	\$ 1,716.18	\$ 1,758.06	\$ 1,799.95	\$ 1,840.61	\$ 1,882.50	\$ 1,925.62	\$ 1,999.54	\$ 2,080.85
FF/EMT Annual	\$ 35,886.59	\$ 36,826.85	\$ 37,767.11	\$ 38,738.71	\$ 39,741.66	\$ 40,681.92	\$ 41,653.52	\$ 42,656.46	\$ 43,659.41	\$ 44,725.03	\$ 45,790.66	\$ 46,824.95	\$ 47,890.58	\$ 48,987.55	\$ 50,868.07	\$ 52,936.64

October 2021 (FY 21/22)	10% to Base	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour	\$0.32 per hour
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	\$ 12.60	\$ 12.92	\$ 13.24	\$ 13.56	\$ 13.88	\$ 14.20	\$ 14.52	\$ 14.84	\$ 15.16	\$ 15.48	\$ 15.80	\$ 16.12	\$ 16.44	\$ 16.76	\$ 17.08	\$ 17.40	
Base Annual	\$ 37,938.60	\$ 38,902.12	\$ 39,865.64	\$ 40,829.16	\$ 41,792.68	\$ 42,756.20	\$ 43,719.72	\$ 44,683.24	\$ 45,646.76	\$ 46,610.28	\$ 47,573.80	\$ 48,537.32	\$ 49,500.84	\$ 50,464.36	\$ 51,427.88	\$ 52,391.40	
FF/EMT Holiday	\$ 1,552.32	\$ 1,591.74	\$ 1,631.17	\$ 1,670.59	\$ 1,710.02	\$ 1,749.44	\$ 1,788.86	\$ 1,828.29	\$ 1,867.71	\$ 1,907.14	\$ 1,946.56	\$ 1,985.98	\$ 2,025.41	\$ 2,064.83	\$ 2,104.26	\$ 2,143.68	
FF/EMT Annual	\$ 39,490.92	\$ 40,493.86	\$ 41,496.81	\$ 42,499.75	\$ 43,502.70	\$ 44,505.64	\$ 45,508.58	\$ 46,511.53	\$ 47,514.47	\$ 48,517.42	\$ 49,520.36	\$ 50,523.30	\$ 51,526.25	\$ 52,529.19	\$ 53,532.14	\$ 54,535.08	

2021/22
2022/23
2023/24

Renk & File
Lieutenants

ZFire Report as of 06/02/2021

October 2020 (FY 20/21)		1.72%		1.74%		1.76%		1.73%		1.75%		1.77%		1.74%		1.76%		1.73%		1.79%		1.76%		1.77%	
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	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12
Hourly Rate	\$ 18.65	\$ 18.97	\$ 19.30	\$ 19.64	\$ 19.98	\$ 20.33	\$ 20.69	\$ 21.05	\$ 21.42	\$ 21.79	\$ 22.18	\$ 22.57	\$ 22.97	\$ 23.37	\$ 23.77	\$ 24.18	\$ 24.59	\$ 24.99	\$ 25.40	\$ 25.81	\$ 26.22	\$ 26.63	\$ 27.04	\$ 27.45	\$ 27.86
Base Annual	\$ 56,155.15	\$ 57,118.67	\$ 58,112.30	\$ 59,136.04	\$ 60,159.78	\$ 61,213.63	\$ 62,297.59	\$ 63,381.55	\$ 64,495.62	\$ 65,609.69	\$ 66,783.98	\$ 67,958.27	\$ 69,162.67	\$ 70,397.17	\$ 71,671.87	\$ 72,986.77	\$ 74,341.87	\$ 75,737.17	\$ 77,172.67	\$ 78,648.37	\$ 80,164.37	\$ 81,720.67	\$ 83,317.37	\$ 84,954.47	\$ 86,631.97
LTFM2 Holiday	\$ 2,297.68	\$ 2,337.10	\$ 2,377.76	\$ 2,419.65	\$ 2,461.54	\$ 2,504.66	\$ 2,549.01	\$ 2,593.36	\$ 2,638.94	\$ 2,684.53	\$ 2,731.58	\$ 2,779.25	\$ 2,827.54	\$ 2,876.44	\$ 2,925.95	\$ 2,976.07	\$ 3,026.80	\$ 3,078.14	\$ 3,129.99	\$ 3,182.35	\$ 3,235.22	\$ 3,288.60	\$ 3,342.49	\$ 3,396.89	\$ 3,451.80
LTFM2 Annual	\$ 58,452.83	\$ 59,455.77	\$ 60,490.06	\$ 61,555.69	\$ 62,621.32	\$ 63,718.29	\$ 64,846.60	\$ 65,974.91	\$ 67,134.56	\$ 68,294.22	\$ 69,516.56	\$ 70,738.89	\$ 71,992.57	\$ 73,289.34	\$ 74,629.82	\$ 76,014.02	\$ 77,442.07	\$ 78,913.97	\$ 80,429.66	\$ 81,989.15	\$ 83,592.54	\$ 85,239.84	\$ 86,931.04	\$ 88,667.14	\$ 90,448.14

October 2021 (FY 21/22)		2% to Base		\$0.32 per hour		\$0.32 per hour		\$0.32 per hour		\$0.32 per hour		\$0.32 per hour		\$0.32 per hour		\$0.32 per hour		\$0.32 per hour		\$0.32 per hour		\$0.32 per hour		\$0.32 per hour	
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	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12
Hourly Rate	\$ 20.10	\$ 20.42	\$ 20.74	\$ 21.06	\$ 21.38	\$ 21.70	\$ 22.02	\$ 22.34	\$ 22.66	\$ 22.98	\$ 23.30	\$ 23.62	\$ 23.94	\$ 24.26	\$ 24.58	\$ 24.90	\$ 25.22	\$ 25.54	\$ 25.86	\$ 26.18	\$ 26.50	\$ 26.82	\$ 27.14	\$ 27.46	\$ 27.78
Base Annual	\$ 60,321.10	\$ 61,484.62	\$ 62,648.14	\$ 63,811.66	\$ 64,975.18	\$ 66,138.70	\$ 67,302.22	\$ 68,465.74	\$ 69,629.26	\$ 70,792.78	\$ 71,956.30	\$ 73,119.82	\$ 74,283.34	\$ 75,446.86	\$ 76,610.38	\$ 77,773.90	\$ 78,937.42	\$ 80,100.94	\$ 81,264.46	\$ 82,427.98	\$ 83,591.50	\$ 84,755.02	\$ 85,918.54	\$ 87,082.06	\$ 88,245.58
LTFM2 Holiday	\$ 2,476.82	\$ 2,513.74	\$ 2,555.17	\$ 2,594.58	\$ 2,634.02	\$ 2,673.44	\$ 2,712.86	\$ 2,752.29	\$ 2,791.71	\$ 2,831.14	\$ 2,870.56	\$ 2,909.98	\$ 2,949.41	\$ 2,988.83	\$ 3,028.25	\$ 3,067.67	\$ 3,107.09	\$ 3,146.51	\$ 3,185.93	\$ 3,225.35	\$ 3,264.77	\$ 3,304.19	\$ 3,343.61	\$ 3,383.03	\$ 3,422.45
LTFM2 Annual	\$ 62,797.92	\$ 64,000.36	\$ 65,003.31	\$ 66,006.25	\$ 67,009.20	\$ 68,012.14	\$ 69,015.08	\$ 70,018.03	\$ 71,020.97	\$ 72,023.92	\$ 73,026.86	\$ 74,029.81	\$ 75,032.75	\$ 76,035.70	\$ 77,038.64	\$ 78,041.59	\$ 79,044.53	\$ 80,047.48	\$ 81,050.42	\$ 82,053.37	\$ 83,056.31	\$ 84,059.26	\$ 85,062.20	\$ 86,065.15	\$ 87,068.10

October 2022 (FY 22/23)		2% to Base		\$0.32 per hour		\$0.32 per hour		\$0.32 per hour		\$0.32 per hour		\$0.32 per hour		\$0.32 per hour		\$0.32 per hour		\$0.32 per hour		\$0.32 per hour		\$0.32 per hour		\$0.32 per hour	
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	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12
Hourly Rate	\$ 20.90	\$ 21.23	\$ 21.55	\$ 21.87	\$ 22.19	\$ 22.51	\$ 22.83	\$ 23.15	\$ 23.47	\$ 23.79	\$ 24.11	\$ 24.43	\$ 24.75	\$ 25.07	\$ 25.39	\$ 25.71	\$ 26.03	\$ 26.35	\$ 26.67	\$ 26.99	\$ 27.31	\$ 27.63	\$ 27.95	\$ 28.27	\$ 28.59
Base Annual	\$ 63,725.50	\$ 64,889.02	\$ 66,052.54	\$ 67,216.06	\$ 68,379.58	\$ 69,543.10	\$ 70,706.62	\$ 71,870.14	\$ 73,033.66	\$ 74,197.18	\$ 75,360.70	\$ 76,524.22	\$ 77,687.74	\$ 78,851.26	\$ 80,014.78	\$ 81,178.30	\$ 82,341.82	\$ 83,505.34	\$ 84,668.86	\$ 85,832.38	\$ 86,995.90	\$ 88,159.42	\$ 89,322.94	\$ 90,486.46	\$ 91,649.98
LTFM2 Holiday	\$ 2,525.60	\$ 2,565.02	\$ 2,604.45	\$ 2,643.87	\$ 2,683.30	\$ 2,722.72	\$ 2,762.14	\$ 2,801.57	\$ 2,840.99	\$ 2,880.42	\$ 2,919.84	\$ 2,959.26	\$ 2,998.69	\$ 3,038.11	\$ 3,077.53	\$ 3,116.95	\$ 3,156.37	\$ 3,195.79	\$ 3,235.21	\$ 3,274.63	\$ 3,314.05	\$ 3,353.47	\$ 3,392.89	\$ 3,432.31	\$ 3,471.73
LTFM2 Annual	\$ 66,251.10	\$ 67,444.04	\$ 68,656.99	\$ 69,869.93	\$ 71,082.88	\$ 72,295.82	\$ 73,508.77	\$ 74,721.71	\$ 75,934.65	\$ 77,147.60	\$ 78,360.54	\$ 79,573.48	\$ 80,786.42	\$ 81,999.36	\$ 83,212.30	\$ 84,425.24	\$ 85,638.18	\$ 86,851.12	\$ 88,064.06	\$ 89,276.99	\$ 90,489.93	\$ 91,702.87	\$ 92,915.81	\$ 94,128.75	\$ 95,341.69

October 2023 (FY 23/24)		2% to Base		\$0.32 per hour		\$0.32 per hour		\$0.32 per hour		\$0.32 per hour		\$0.32 per hour		\$0.32 per hour		\$0.32 per hour		\$0.32 per hour		\$0.32 per hour		\$0.32 per hour		\$0.32 per hour	
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	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	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	\$ 24.75	\$ 25.07	\$ 25.39	\$ 25.71	\$ 26.03	\$ 26.35	\$ 26.67	\$ 26.99	\$ 27.31	\$ 27.63	\$ 27.95	\$ 28.27	\$ 28.59
Base Annual	\$ 62,960.01	\$ 63,913.53	\$ 64,867.05	\$ 65,820.57	\$ 66,774.09	\$ 67,727.61	\$ 68,681.13	\$ 69,634.65	\$ 70,588.17	\$ 71,541.69	\$ 72,495.21	\$ 73,448.73	\$ 74,402.25	\$ 75,355.77	\$ 76,309.29	\$ 77,262.81	\$ 78,216.33	\$ 79,169.85	\$ 80,123.37	\$ 81,076.89	\$ 82,030.41	\$ 82,983.93	\$ 83,937.45	\$ 84,890.97	\$ 85,844.49
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	\$ 3,049.20	\$ 3,088.63	\$ 3,128.05	\$ 3,167.47	\$ 3,206.89	\$ 3,246.31	\$ 3,285.73	\$ 3,325.15	\$ 3,364.57	\$ 3,404.00	\$ 3,443.42	\$ 3,482.84	\$ 3,522.26
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	\$ 77,571.45	\$ 78,574.40	\$ 79,577.34	\$ 80,580.28	\$ 81,583.23	\$ 82,586.17	\$ 83,589.11	\$ 84,592.06	\$ 85,594.99	\$ 86,597.94	\$ 87,600.88	\$ 88,603.82	\$ 89,606.77

Incentive & De-Incentive	Haz Mat Tech (SRT II)	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

October 2020 (FY 20/21)		1.98%		2.00%		2.02%		1.98%		2.00%		1.95%		2.03%		1.99%		1.95%		2.02%		1.98%		1.99%	
LTFM1	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 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12	Step 12
Hourly Rate	\$ 17.65	\$ 17.97	\$ 18.30	\$ 18.64	\$ 18.98	\$ 19.33	\$ 19.69	\$ 20.05	\$ 20.42	\$ 20.79	\$ 21.18	\$ 21.57	\$ 21.97	\$ 22.37	\$ 22.77	\$ 23.17	\$ 23.57	\$ 23.97	\$ 24.37	\$ 24.77	\$ 25.17	\$ 25.57	\$ 25.97	\$ 26.37	\$ 26.77
Base Annual	\$ 53,144.15	\$ 54,107.67	\$ 55,101.30	\$ 56,125.04	\$ 57,148.78	\$ 58,202.63	\$ 59,286.59	\$ 60,370.55	\$ 61,484.62	\$ 62,598.69	\$ 63,722.98	\$ 64,847.27	\$ 65,958.67	\$ 67,069.17	\$ 68,179.67	\$ 69,290.17	\$ 70,400.67	\$ 71,511.17	\$ 72,621.67	\$ 73,732.17	\$ 74,842.67	\$ 75,953.17	\$ 77,063.67	\$ 78,174.17	\$ 79,284.67
LTFM2 Holiday	\$ 2,174.48	\$ 2,213.90	\$ 2,254.56	\$ 2,296.45	\$ 2,338.34	\$ 2,381.46	\$ 2,425.81	\$ 2,470.16	\$ 2,515.74	\$ 2,561.33	\$ 2,607.98	\$ 2,654.63	\$ 2,701.28	\$ 2,747.93	\$ 2,794.58	\$ 2,841.23	\$ 2,887.88	\$ 2,934.53	\$ 2,981.18	\$ 3,027.83	\$ 3,074.48	\$ 3,121.13	\$ 3,167.78	\$ 3,214.43	\$ 3,261.08
LTFM2 Annual	\$ 55,318.63	\$ 56,321.57	\$ 57,355.86	\$ 58,421.49	\$ 59,487.12	\$ 60,584.09	\$ 61,717.40	\$ 62,840.71	\$ 64,000.36	\$ 65,160.02	\$ 66,382.36	\$ 67,604.69	\$ 68,858.37	\$ 70,149.34	\$ 71,480.41	\$ 72,851.48	\$ 74,262.55	\$ 75,713.62	\$ 77,204.69	\$ 78,735.76	\$ 80,306.83	\$ 81,917.90	\$ 83,569.00	\$ 85,260.10	\$ 86,991.20

October 2021 (FY 21/22)		FM2 - \$1 disincentive											
	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
LTFM1													
Hourly Rate	\$ 19.10	\$ 19.42	\$ 19.74	\$ 20.06	\$ 20.38	\$ 20.70	\$ 21.02	\$ 21.34	\$ 21.66	\$ 21.98	\$ 22.30	\$ 22.62	\$ 22.94
Base Annual	\$ 57,510.10	\$ 58,473.62	\$ 59,437.14	\$ 60,400.66	\$ 61,364.18	\$ 62,327.70	\$ 63,291.22	\$ 64,254.74	\$ 65,218.26	\$ 66,181.78	\$ 67,145.30	\$ 68,108.82	\$ 69,072.34
LTFM2 Holiday	\$ 2,353.32	\$ 2,392.54	\$ 2,431.97	\$ 2,471.39	\$ 2,510.82	\$ 2,550.24	\$ 2,589.66	\$ 2,629.09	\$ 2,668.51	\$ 2,707.94	\$ 2,747.36	\$ 2,786.78	\$ 2,826.21
LTFM2 Annual	\$ 59,863.22	\$ 60,866.16	\$ 61,869.11	\$ 62,872.05	\$ 63,875.00	\$ 64,877.94	\$ 65,880.88	\$ 66,883.83	\$ 67,886.77	\$ 68,889.72	\$ 69,892.66	\$ 70,895.60	\$ 71,898.54

2021/22
2022/23
2023/24

IAFF Supervisory Unit
zFire Report as of 06/02/2021

Captain Longevity	\$2,201.89
District Chief Longevity	\$2,379.16

Captain

October 2020 (FY 20/21)		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
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	\$2,633.39	\$2,686.06	\$2,739.78	\$2,794.58	\$2,850.47	\$2,907.48	\$2,965.63	\$3,024.94	\$3,085.44	\$3,147.15	\$3,210.09
Base Annual	\$68,468.14	\$69,837.56	\$71,234.28	\$72,659.08	\$74,112.22	\$75,594.48	\$77,106.38	\$78,648.44	\$80,221.44	\$81,825.90	\$83,462.34

October 2021 (FY 21/22)	2% to Base	\$38.48 BW	\$38.48 BW	\$38.48 BW	\$38.48 BW	\$38.48 BW	\$38.48 BW	\$38.48 BW	\$38.48 BW	\$38.48 BW	\$38.48 BW
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	\$2,686.06	\$2,724.54	\$2,763.02	\$2,801.50	\$2,839.98	\$2,878.46	\$2,916.94	\$2,955.42	\$2,993.90	\$3,032.38	\$3,070.86
Base Annual	\$69,837.56	\$70,838.04	\$71,838.52	\$72,839.00	\$73,839.48	\$74,839.96	\$75,840.44	\$76,840.92	\$77,841.40	\$78,841.88	\$79,842.36

October 2022 (FY 22/23)	2% to Base	\$38.48 BW	\$38.48 BW	\$38.48 BW	\$38.48 BW	\$38.48 BW	\$38.48 BW	\$38.48 BW	\$38.48 BW	\$38.48 BW	\$38.48 BW
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	\$2,739.78	\$2,778.26	\$2,816.74	\$2,855.22	\$2,893.70	\$2,932.18	\$2,970.66	\$3,009.14	\$3,047.62	\$3,086.10	\$3,124.58
Base Annual	\$71,234.28	\$72,234.76	\$73,235.24	\$74,235.72	\$75,236.20	\$76,236.68	\$77,237.16	\$78,237.64	\$79,238.12	\$80,238.60	\$81,239.08

October 2023 (FY 23/24)	2% to Base	\$38.48 BW	\$38.48 BW	\$38.48 BW	\$38.48 BW	\$38.48 BW	\$38.48 BW	\$38.48 BW	\$38.48 BW	\$38.48 BW	\$38.48 BW
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

	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

October 2020 (FY 20/21)		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
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-Wkly Base	\$2,845.39	\$2,902.30	\$2,960.35	\$3,019.56	\$3,079.95	\$3,141.55	\$3,204.38	\$3,268.47	\$3,333.84	\$3,400.52	\$3,468.53
Bi-weekly Holiday	\$82.40	\$85.17	\$87.95	\$90.72	\$93.49	\$96.27	\$99.04	\$101.81	\$104.58	\$107.36	\$110.13
Annual Holiday	\$2,142.40	\$2,214.50	\$2,286.60	\$2,358.70	\$2,430.80	\$2,502.90	\$2,575.00	\$2,647.10	\$2,719.20	\$2,791.30	\$2,863.40
Base + Holiday	\$76,122.54	\$77,674.22	\$79,255.80	\$80,867.28	\$82,509.44	\$84,183.32	\$85,888.92	\$87,627.28	\$89,398.92	\$91,204.88	\$93,045.16

October 2021 (FY 21/22)	4.5 % to Base	\$48.08 BW	\$48.08 BW	\$48.08 BW	\$48.08 BW	\$48.08 BW	\$48.08 BW	\$48.08 BW	\$48.08 BW	\$48.08 BW	\$114.41 BW
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-Wkly Base	\$2,973.48	\$3,021.51	\$3,069.59	\$3,117.67	\$3,165.75	\$3,213.83	\$3,261.91	\$3,309.99	\$3,358.07	\$3,406.15	\$3,454.26
Bi-weekly Holiday	\$113.44	\$115.71	\$118.02	\$120.38	\$122.78	\$125.19	\$127.76	\$130.32	\$132.93	\$135.59	\$138.20
Annual Holiday	\$2,943.44	\$3,038.45	\$3,068.52	\$3,129.83	\$3,192.54	\$3,256.50	\$3,321.76	\$3,388.32	\$3,456.18	\$3,525.34	\$3,595.80
Base + Holiday	\$30,252.62	\$31,567.72	\$32,897.86	\$34,189.93	\$35,502.04	\$36,826.08	\$38,183.42	\$39,574.05	\$40,998.05	\$42,455.24	\$43,946.81

October 2022 (FY 22/23)	2 % to Base	\$48.08 BW	\$48.08 BW	\$48.08 BW	\$48.08 BW	\$48.08 BW	\$48.08 BW	\$48.08 BW	\$48.08 BW	\$48.08 BW	\$107.75 BW
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-Wkly Base	\$3,032.90	\$3,080.98	\$3,129.06	\$3,177.14	\$3,225.22	\$3,273.30	\$3,321.38	\$3,369.46	\$3,417.54	\$3,465.62	\$3,513.77
Bi-weekly Holiday	\$116.09	\$118.41	\$120.78	\$123.20	\$125.66	\$128.17	\$130.73	\$133.34	\$136.01	\$138.73	\$141.50
Annual Holiday	\$3,018.34	\$3,078.66	\$3,140.28	\$3,203.20	\$3,267.16	\$3,332.42	\$3,398.98	\$3,466.84	\$3,536.26	\$3,606.98	\$3,679.00
Base + Holiday	\$81,873.74	\$83,184.14	\$84,495.84	\$85,808.84	\$87,122.88	\$88,438.22	\$89,754.86	\$91,072.80	\$92,392.30	\$93,713.10	\$95,036.52

October 2023 (FY 23/24)	2% to Base	\$48.08 BW	\$48.08 BW	\$48.08 BW	\$48.08 BW	\$48.08 BW	\$48.08 BW	\$48.08 BW	\$48.08 BW	\$48.08 BW	\$100.69 BW
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-Wkly 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	\$3,574.37
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
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	\$84,821.88	\$86,134.62	\$87,448.66	\$88,764.00	\$90,080.64	\$91,398.58	\$92,718.08	\$94,038.88	\$95,360.98	\$96,685.42

	EMT	FM1 (Non-Solo)	FM2 (Solo)	NO-SRT	NO-FO1	FO-2*	FO-3*	FO-4*	Inst II (DC - Trng)	Inst III (DC - Trng)
Bi-Wkly	(\$193.40)	(\$115.81)	\$0.00	(\$83.38)	(\$41.69)	\$41.69	\$41.69	\$83.38	\$100.00	\$200.00
Annual	(\$5,028.40)	(\$3,011.06)	\$0.00	(\$2,167.88)	(\$1,083.94)	\$1,083.94	\$1,083.94	\$2,167.88	\$2,600.00	\$5,200.00

+ - The Fire Officer 2 Incentive only applies to those current IAFF Supervisory Unit Members who held Fire Officer 2 certification in a Captain or District Chief position prior to 10/01/2018. Promoting Unit Members will only be eligible for Fire Officer 2 Incentive if the Unit Member received the Fire Officer 2 certification from the State of Florida prior to November 18, 2003.

* - The Fire Officer Incentive series are not cumulative. A unit member is only eligible to receive one (1) incentive in this series.