

Appendix A

Wage Table - 2024

Increase from 2023	11.00%	2024		
Grade Pay	Basis	Annual	Shift Hourly	Day Hourly
Firefighter Recruit	70.0%	\$70,269	\$24.06	\$33.78
Firefighter V (Apprentice Firefighter I)	76.0%	\$76,292	\$26.13	\$36.68
Firefighter IV (Apprentice Firefighter II)	82.0%	\$82,315	\$28.19	\$39.57
Firefighter III (Journey Firefighter I)	88.0%	\$88,338	\$30.25	\$42.47
Firefighter II (Journey Firefighter II)	94.0%	\$94,361	\$32.32	\$45.37
Firefighter I (Basis) (Master Firefighter)	100.0%	\$100,384	\$34.38	\$48.26
Engineer	111.0%	\$111,426	\$38.16	\$53.57
Lieutenant	122.0%	\$122,468	\$41.94	\$58.88
Battalion Chief	145.0%	\$145,557		
ALS & Specialist Pay	Basis	Annual	Shift Hourly	Day Hourly
EMT-Intermediate	4.0%	\$4,015	\$1.38	\$1.93
EMT-Paramedic	8.5%	\$8,533	\$2.92	\$4.10
Specialist	4.0%	\$4,015		\$1.93

Firefighter Grade Pay Steps

Firefighter Recruit:	0 – 12 months service
Firefighter V (Apprentice Firefighter I):	13 – 24 months service
Firefighter IV (Apprentice Firefighter II):	25 – 36 months service
Firefighter III (Journey Firefighter I):	37 – 48 months service
Firefighter II (Journey Firefighter II):	49 - 60 months service
Firefighter I (Master Firefighter):	61+ months service

*Exhibit A Wage Schedule will go into effect January 4, 2024

Appendix B

Wage Table - 2025

Increase from 2024	4.00%	2025		
Grade Pay	Basis	Annual	Shift Hourly	Day Hourly
Firefighter Recruit	70.0%	\$73,080	\$25.03	\$35.13
Firefighter IV	77.5%	\$80,909	\$27.71	\$38.90
Firefighter III	85.0%	\$88,739	\$30.39	\$42.66
Firefighter II	92.5%	\$96,569	\$33.07	\$46.43
Firefighter I (Basis)	100.0%	\$104,399	\$35.75	\$50.19
Engineer	111.0%	\$115,883	\$39.69	\$55.71
Lieutenant	122.0%	\$127,367	\$43.62	\$61.23
Battalion Chief	145.0%	\$151,379		
ALS & Specialist Pay	Basis	Annual	Shift Hourly	Day Hourly
EMT-Intermediate	4.0%	\$4,176	\$1.43	\$2.01
EMT-Paramedic	8.5%	\$8,874	\$3.04	\$4.27
Specialist	4.0%	\$4,176		\$2.01

Firefighter Grade Pay Steps

Firefighter Recruit: 0 – 12 months service
Firefighter IV: 13 – 24 months service
Firefighter III: 25 – 36 months service
Firefighter II: 37 – 48 months service
Firefighter I: 49+ months service

*Exhibit B Wage Schedule will go into effect January 2, 2025

Appendix C

Wage Table - 2026

Increase from 2025	5.00%	2026		
Grade Pay	Basis	Annual	Shift Hourly	Day Hourly
Firefighter Recruit	70%	\$76,733	\$26.28	\$36.89
Firefighter III	80%	\$87,695	\$30.03	\$42.16
Firefighter II	90%	\$98,657	\$33.79	\$47.43
Firefighter I (Basis)	100%	\$109,619	\$37.54	\$52.70
Engineer	111%	\$121,677	\$41.67	\$58.50
Lieutenant	122%	\$133,736	\$45.80	\$64.30
Battalion Chief	145%	\$158,948		
ALS & Specialist Pay	Basis	Annual	Shift Hourly	Day Hourly
EMT-Intermediate	4.0%	\$4,385	\$1.50	\$2.11
EMT-Paramedic	8.5%	\$9,318	\$3.19	\$4.48
Specialist	4.0%	\$4,385		\$2.11

Firefighter Grade Pay Steps

Firefighter Recruit: 0 – 12 months service
Firefighter III: 13 – 24 months service
Firefighter II: 25 – 36 months service
Firefighter I: 37+ months service

*Exhibit C Wage Schedule will go into effect January 1st, 2026