

**2020/2021 Wage Reopener Adjustments
(Effective Date: 10/03/2020)**

Step Plans	Step Plan Adjustments	Longevity
FireMedic and FF/EMT	1.5% added to Base Pay for Steps 0-2. 0.5% added to Base Pay for Steps 3-5.	Adjusted from \$1,850 to \$2,000
EMT and Paramedic Only (Single Certs)	1.5% added to Base Pay for Steps 0-2. 0.5% added to Base Pay for Steps 3-5.	Adjusted from \$1,850 to \$2,000
Lt Medics and Lt/EMTs	1.5% added to Base Pay for Steps 0-2. 0.5% added to Base Pay for Steps 3-5.	Adjusted from \$2,000 to \$2,250
Fire Prevention Inspectors	1.5% added to Base Pay for Steps 0-2. 0.5% added to Base Pay for Steps 3-5.	Adjusted from \$2,000 to \$2,250
Assistant Fire Marshal	1.5% added to Base Pay for Steps 0-2. 0.5% added to Base Pay for Steps 3-5.	Adjusted from \$2,000 to \$2,250
Dispatcher	No Additional Changes	Adjusted from \$1,850 to \$2,000
Dispatch Supervisor	No Additional Changes	Adjusted from \$2,000 to \$2,250

Prior Adjustments to Step Plans during FY 2018/2019 (Evergreen Study):

Dispatcher	5% added to Base Pay for All Steps	Effective 05/04/2019
Dispatch Supervisor	5% added to Base Pay for All Steps	Effective 10/05/2019

Holidays	11
Disp Long	\$2,000.00

Rank & File

2018/2021 Pay Plan
Dispatchers
(Subject to Board Approval and Union Ratification)
Effective Date: 10/3/2020

DISPATCHERS:

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

Incentive & De-Incentive	FO1	SRT 1	Driver Engineer	Foreign Language	EVD Shift 4pm - 12am	EVD Shift 12 am - 8am	Public Safety Telecom. Certified	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

2019/2021
Dispatch Supervisors
(Subject to Board Approval and Union Ratification)
Effective Date: 10/3/2020

DISPATCH SUPERVISORS:

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
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
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
EVD/EMD 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

Incentives & De-Incentives	FO1	SRT 1	Driver Engineer	Foreign Language	EVD Shift 4pm - 12am	EVD Shift 12 am - 8am	Public Safety Telecom. Certified	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
Insp Long	\$2,000.00

Rank & File 2020/2021 Pay Plan Firefighters (Subject to Board Approval and Union Ratification) Effective Date: 10/3/2020

FIREFIGHTERS:

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	\$ 14.08	\$ 14.37	\$ 14.68	\$ 14.84	\$ 15.17	\$ 15.47	\$ 15.70	\$ 16.02	\$ 16.34	\$ 16.68	\$ 17.02	\$ 17.35	\$ 17.69	\$ 18.04	\$ 18.64	\$ 19.30
Base Annual	\$ 42,394.88	\$ 43,268.07	\$ 44,201.48	\$ 44,683.24	\$ 45,676.87	\$ 46,580.17	\$ 47,272.70	\$ 48,236.22	\$ 49,199.74	\$ 50,223.48	\$ 51,247.22	\$ 52,240.85	\$ 53,264.59	\$ 54,318.44	\$ 56,125.04	\$ 58,112.30
FM2 Holiday	\$ 1,734.66	\$ 1,770.38	\$ 1,808.58	\$ 1,828.29	\$ 1,868.94	\$ 1,905.90	\$ 1,934.24	\$ 1,973.66	\$ 2,013.09	\$ 2,054.98	\$ 2,096.86	\$ 2,137.52	\$ 2,179.41	\$ 2,222.53	\$ 2,296.45	\$ 2,377.76
FM2 Annual	\$ 44,129.54	\$ 45,038.45	\$ 46,010.06	\$ 46,511.53	\$ 47,545.81	\$ 48,486.07	\$ 49,206.94	\$ 50,209.88	\$ 51,212.83	\$ 52,278.46	\$ 53,344.08	\$ 54,378.37	\$ 55,444.00	\$ 56,540.97	\$ 58,421.49	\$ 60,490.06

Incentive & De-Incentive	Medic 1 (non-solo)	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

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	\$ 11.54	\$ 11.85	\$ 12.15	\$ 12.34	\$ 12.66	\$ 12.90	\$ 13.21	\$ 13.53	\$ 13.85	\$ 14.19	\$ 14.53	\$ 14.86	\$ 15.20	\$ 15.55	\$ 16.15	\$ 16.81
Base Annual	\$ 34,746.94	\$ 35,680.35	\$ 36,583.65	\$ 37,155.74	\$ 38,119.26	\$ 38,841.90	\$ 39,775.31	\$ 40,738.83	\$ 41,702.35	\$ 42,726.09	\$ 43,749.83	\$ 44,743.46	\$ 45,767.20	\$ 46,821.05	\$ 48,627.65	\$ 50,614.91
FF/EMT Holiday	\$ 1,421.73	\$ 1,459.92	\$ 1,496.88	\$ 1,520.29	\$ 1,559.71	\$ 1,589.28	\$ 1,627.47	\$ 1,666.90	\$ 1,706.32	\$ 1,748.21	\$ 1,790.10	\$ 1,830.75	\$ 1,872.64	\$ 1,915.76	\$ 1,989.68	\$ 2,070.99
FF/EMT Annual	\$ 36,168.67	\$ 37,140.27	\$ 38,080.53	\$ 38,676.03	\$ 39,678.97	\$ 40,431.18	\$ 41,402.78	\$ 42,405.73	\$ 43,408.67	\$ 44,474.30	\$ 45,539.93	\$ 46,574.21	\$ 47,639.84	\$ 48,736.81	\$ 50,617.33	\$ 52,685.90

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

Holidays	11
Lt. Long	\$2,250.00

Rank & File 2020/2021 Pay Plan Lieutenants (Subject to Board Approval and Union Ratification) Effective Date: 10/3/2020
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LIEUTENANTS:

LT FM2	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	\$ 18.85	\$ 19.17	\$ 19.51	\$ 19.66	\$ 20.00	\$ 20.35	\$ 20.61	\$ 20.97	\$ 21.34	\$ 21.71	\$ 22.10	\$ 22.49	\$ 22.89
Base Annual	\$ 56,757.35	\$ 57,720.87	\$ 58,744.61	\$ 59,196.26	\$ 60,220.00	\$ 61,273.85	\$ 62,056.71	\$ 63,140.67	\$ 64,254.74	\$ 65,368.81	\$ 66,543.10	\$ 67,717.39	\$ 68,921.79
LTFM2 Holiday	\$ 2,322.32	\$ 2,361.74	\$ 2,403.63	\$ 2,422.11	\$ 2,464.00	\$ 2,507.12	\$ 2,539.15	\$ 2,583.50	\$ 2,629.09	\$ 2,674.67	\$ 2,722.72	\$ 2,770.77	\$ 2,820.05
LTFM2 Annual	\$ 59,079.67	\$ 60,082.61	\$ 61,148.24	\$ 61,618.37	\$ 62,684.00	\$ 63,780.97	\$ 64,595.86	\$ 65,724.17	\$ 66,883.83	\$ 68,043.48	\$ 69,265.82	\$ 70,488.16	\$ 71,741.84

Incentive & De-Incentive	Medic 1 (non-solo)	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

LT/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
Hourly Rate	\$ 16.32	\$ 16.65	\$ 16.98	\$ 17.16	\$ 17.50	\$ 17.85	\$ 18.11	\$ 18.48	\$ 18.85	\$ 19.22	\$ 19.61	\$ 20.00	\$ 20.40
Base Annual	\$ 49,139.52	\$ 50,133.15	\$ 51,126.78	\$ 51,668.76	\$ 52,692.50	\$ 53,746.35	\$ 54,529.21	\$ 55,643.28	\$ 56,757.35	\$ 57,871.42	\$ 59,045.71	\$ 60,220.00	\$ 61,424.40
LTEMT Holiday	\$ 2,010.62	\$ 2,051.28	\$ 2,091.94	\$ 2,114.11	\$ 2,156.00	\$ 2,199.12	\$ 2,231.15	\$ 2,276.74	\$ 2,322.32	\$ 2,367.90	\$ 2,415.95	\$ 2,464.00	\$ 2,513.28
LTEMT Annual	\$ 51,150.14	\$ 52,184.43	\$ 53,218.72	\$ 53,782.87	\$ 54,848.50	\$ 55,945.47	\$ 56,760.36	\$ 57,920.02	\$ 59,079.67	\$ 60,239.32	\$ 61,461.66	\$ 62,684.00	\$ 63,937.68

Incentive & De-Incentive	Medic 1 (non-solo)	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

Holidays	11
Single Cert Long	\$2,000.00

Rank & File

2020/2021 Pay Plan
PARAMEDIC AND EMT (NON-FIRE CERT)
(Subject to Board Approval and Union Ratification)
Effective Date: 10/3/2020

SINGLE CERTS:

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	\$ 11.97	\$ 12.24	\$ 12.51	\$ 12.67	\$ 12.97	\$ 13.25	\$ 13.46	\$ 13.74	\$ 14.04	\$ 14.34	\$ 14.64	\$ 14.95	\$ 15.26	\$ 15.57	\$ 16.11	\$ 16.71
Base Annual	\$ 40,147.38	\$ 41,052.96	\$ 41,958.54	\$ 42,495.18	\$ 43,501.38	\$ 44,440.50	\$ 45,144.84	\$ 46,083.96	\$ 47,090.16	\$ 48,096.36	\$ 49,102.56	\$ 50,142.30	\$ 51,182.04	\$ 52,221.78	\$ 54,032.94	\$ 56,045.34
PM Holiday	\$ 1,474.70	\$ 1,507.97	\$ 1,541.23	\$ 1,560.94	\$ 1,597.90	\$ 1,632.40	\$ 1,658.27	\$ 1,692.77	\$ 1,729.73	\$ 1,766.69	\$ 1,803.65	\$ 1,841.84	\$ 1,880.03	\$ 1,918.22	\$ 1,984.75	\$ 2,058.67
PM Annual	\$ 41,622.08	\$ 42,560.93	\$ 43,499.77	\$ 44,056.12	\$ 45,099.28	\$ 46,072.90	\$ 46,803.11	\$ 47,776.73	\$ 48,819.89	\$ 49,863.05	\$ 50,906.21	\$ 51,984.14	\$ 53,062.07	\$ 54,140.00	\$ 56,017.69	\$ 58,104.01

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

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	\$ 9.68	\$ 9.95	\$ 10.23	\$ 10.41	\$ 10.70	\$ 10.97	\$ 11.20	\$ 11.49	\$ 11.78	\$ 12.08	\$ 12.39	\$ 12.69	\$ 13.00	\$ 13.32	\$ 13.86	\$ 14.46
Base Annual	\$ 32,466.72	\$ 33,372.30	\$ 34,311.42	\$ 34,915.14	\$ 35,887.80	\$ 36,793.38	\$ 37,564.80	\$ 38,537.46	\$ 39,510.12	\$ 40,516.32	\$ 41,556.06	\$ 42,562.26	\$ 43,602.00	\$ 44,675.28	\$ 46,486.44	\$ 48,498.84
EMT Holiday	\$ 1,192.58	\$ 1,225.84	\$ 1,260.34	\$ 1,282.51	\$ 1,318.24	\$ 1,351.50	\$ 1,379.84	\$ 1,415.57	\$ 1,451.30	\$ 1,488.26	\$ 1,526.45	\$ 1,563.41	\$ 1,601.60	\$ 1,641.02	\$ 1,707.55	\$ 1,781.47
EMT Annual	\$ 33,659.30	\$ 34,598.14	\$ 35,571.76	\$ 36,197.65	\$ 37,206.04	\$ 38,144.88	\$ 38,944.64	\$ 39,953.03	\$ 40,961.42	\$ 42,004.58	\$ 43,082.51	\$ 44,125.67	\$ 45,203.60	\$ 46,316.30	\$ 48,193.99	\$ 50,280.31

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

Holidays	11
Insp Long	\$2,250.00

Rank & File

2020/2021 Pay Plan
Fire Prevention Inspectors
(Subject to Board Approval and Union Ratification)
Effective Date: 10/3/2020

INSPECTORS:

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
Hourly Rate	\$ 17.25	\$ 17.67	\$ 18.12	\$ 18.39	\$ 18.84	\$ 19.32	\$ 19.70	\$ 20.19	\$ 20.70	\$ 21.22	\$ 21.75	\$ 22.29	\$ 22.85	\$ 23.42
Base Annual	\$ 35,880.00	\$ 36,753.60	\$ 37,689.60	\$ 38,251.20	\$ 39,187.20	\$ 40,185.60	\$ 40,976.00	\$ 41,995.20	\$ 43,056.00	\$ 44,137.60	\$ 45,240.00	\$ 46,363.20	\$ 47,528.00	\$ 48,713.60

Step 14	Step 15	Step 16	Step 17	Step 18
\$ 24.01	\$ 24.61	\$ 25.22	\$ 25.85	\$ 26.50
\$ 49,940.80	\$ 51,188.80	\$ 52,457.60	\$ 53,768.00	\$ 55,120.00

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

2020/2021 Pay Plan
Assistant Fire Marshal
(Subject to Board Approval and Union Ratification)
Effective Date: 10/3/2020

ASST FIRE MARSHAL:

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	\$ 23.85	\$ 24.34	\$ 24.82	\$ 25.07	\$ 25.58	\$ 26.09	\$ 26.48	\$ 27.01	\$ 27.56	\$ 28.12	\$ 28.68	\$ 29.26	\$ 29.85
Base Annual	\$ 49,608.00	\$ 50,627.20	\$ 51,625.60	\$ 52,145.60	\$ 53,206.40	\$ 54,267.20	\$ 55,078.40	\$ 56,180.80	\$ 57,324.80	\$ 58,489.60	\$ 59,654.40	\$ 60,860.80	\$ 62,088.00

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