

For the purpose of calculating the hourly rate of pay which shall apply to excess hours of work (overtime), the established monthly salary of each employee shall be multiplied by twelve (12) to obtain the annual salary, which shall then be divided by the total number of contracted hours.

\*All Dual-Role monthly salaries are calculated off of the top step firefighter salary. Single-Role hourly rates are calculated off of the top step firefighter's hourly rate. Payroll programs calculate based off of annual salary - insignificant rounding may occur. 2023 COLA = 4% + 4% = 8% salary adjustment.\*

**APPENDIX A 2023 Salaries**

	2022 FF-5 Monthly	2023 FF-5 Monthly	Annual	Hourly		
2023	\$7,874.50	<b>\$8,504.46</b>	<b>\$102,053.52</b>	<b>\$40.50</b>		

Each step = one year. Nothing in the pay scales below shall be deemed as modifyng the probationary periods set forth in Article 8 of this CBA.

%	Dual Role	Monthly	Annual	Hourly	Day Shift	OT
137%	BAT STEP 2	\$11,651.11	\$139,813.32	\$55.48	\$67.22	\$83.22
130%	BAT STEP 1	\$11,055.80	\$132,669.58	\$52.65	\$63.78	\$78.97
130%	ACTING BC	\$11,055.80	\$132,669.58	\$52.65	\$63.78	\$78.97
120%	MSO	\$10,205.35	\$122,464.22	\$58.88	\$58.88	\$88.32
120%	LT/PM STEP 2	\$10,205.35	\$122,464.22	\$48.60	\$58.88	\$72.90
117%	LT/PM STEP 1	\$9,950.22	\$119,402.62	\$47.38	\$57.41	\$71.07
115%	LT STEP 2	\$9,780.13	\$117,361.55	\$46.57	\$56.42	\$69.86
107%	LT STEP 1	\$9,099.77	\$109,197.27	\$43.33	\$52.50	\$65.00
110%	PM STEP 5	\$9,354.91	\$112,258.87	\$44.55	\$53.97	\$66.82
100%	PM STEP 4	\$8,504.46	\$102,053.52	\$40.50	\$49.06	\$60.75
90%	PM STEP 3	\$7,654.01	\$91,848.17	\$36.45	\$44.16	\$54.67
80%	PM STEP 2	\$6,803.57	\$81,642.82	\$32.40	\$39.25	\$48.60
70%	PM STEP 1	\$5,953.12	\$71,437.46	\$28.35	\$34.34	\$42.52
103%	FF/ILS STEP 5	\$8,759.59	\$105,115.13	\$41.71	\$50.54	\$62.57
93%	FF/ILS STEP 4	\$7,909.15	\$94,909.77	\$37.66	\$45.63	\$56.49
83%	FF/ILS STEP 3	\$7,058.70	\$84,704.42	\$33.61	\$40.72	\$50.42
73%	FF/ILS STEP 2	\$6,208.26	\$74,499.07	\$29.56	\$35.82	\$44.34
63%	FF/ILS STEP 1	\$5,357.81	\$64,293.72	\$25.51	\$30.91	\$38.27
100%	FF STEP 5	\$8,504.46	\$102,053.52	\$40.50	\$49.06	\$60.75
90%	FF STEP 4	\$7,654.01	\$91,848.17	\$36.45	\$44.16	\$54.67
80%	FF STEP 3	\$6,803.57	\$81,642.82	\$32.40	\$39.25	\$48.60
70%	FF STEP 2	\$5,953.12	\$71,437.46	\$28.35	\$34.34	\$42.52
60%	FF STEP 1	\$5,102.68	\$61,232.11	\$24.30	\$29.44	\$36.45
	<b>Single Role</b>	<b>Est. Monthly</b>	<b>Est. Annual</b>			
65.0%	SR PM STEP 5	\$7,326.66	\$87,919.92	\$26.32	\$42.27	\$39.48
62.5%	SR PM STEP 4	\$7,044.87	\$84,538.38	\$25.31	\$40.64	\$37.97
60.0%	SR PM STEP 3	\$6,763.07	\$81,156.85	\$24.30	\$39.02	\$36.45
57.5%	SR PM STEP 2	\$6,481.28	\$77,775.31	\$23.29	\$37.39	\$34.93
55.0%	SR PM STEP 1	\$6,199.48	\$74,393.78	\$22.27	\$35.77	\$33.41
55.0%	SR EMT STEP 5	\$6,199.48	\$74,393.78	\$22.27	\$35.77	\$33.41
52.5%	SR EMT STEP 4	\$5,917.69	\$71,012.24	\$21.26	\$34.14	\$31.89
50.0%	SR EMT STEP 3	\$5,635.89	\$67,630.71	\$20.25	\$32.51	\$30.37
47.5%	SR EMT STEP 2	\$5,354.10	\$64,249.17	\$19.24	\$30.89	\$28.85
45.0%	SR EMT STEP 1	\$5,072.30	\$60,867.64	\$18.22	\$29.26	\$27.34

	Longevity Annual	Monthly	Per Check		
1.0%	\$1,020.54	\$85.04	\$42.52	yr6	
2.0%	\$2,041.07	\$170.09	\$85.04	yr10	
3.0%	\$3,061.61	\$255.13	\$127.57	yr15	
4.5%	\$4,592.41	\$382.70	\$191.35	yr20	
6.0%	\$6,123.21	\$510.27	\$255.13	yr25	
7.5%	\$7,654.01	\$637.83	\$318.92	yr30	

	DCP 5% of top step FF/annual salary	DCP 5% of top step FF/Monthly	EJFR Contribution per paycheck	Employee Contribution per paycheck	Total per paycheck	Total per month
<b>Real</b>	\$5,102.68	\$425.22	\$212.61	\$425.22	\$637.83	\$1,275.67
<b>Adj.</b>	\$5,102.68	\$425.22	\$212.62	\$425.38	\$638.00	\$1,276.00