

**ARTICLE XIII**  
**WAGES**

**A. SALARY**

Fire Fighters covered by this Agreement shall be paid in accordance with the position classifications set forth below:

Title	Effective December 31, 2015		Effective December 29, 2016		Effective December 28, 2017	
	Annual	Hourly	Annual	Hourly	Annual	Hourly
Recruit Firefighter	50,859	17.42	52,384	17.94	53,799	18.42
Recruit Firefighter / EMT I	53,996	18.49	55,616	19.05	57,118	19.56
Recruit Firefighter / Paramedic	55,565	19.03	57,232	19.60	58,777	20.13
Apprentice Firefighter I	54,377	18.62	56,009	19.18	57,521	19.70
Apprentice Firefighter I / EMT-I	57,515	19.70	59,240	20.29	60,840	20.84
Apprentice Firefighter I / Paramedic	59,084	20.23	60,856	20.84	62,499	21.40
Apprentice Firefighter II	58,107	19.90	59,850	20.50	61,466	21.05
Apprentice Firefighter II / EMT-I	61,244	20.97	63,082	21.60	64,785	22.19
Apprentice Firefighter II / Paramedic	62,813	21.51	64,698	22.16	66,444	22.75
Journey Firefighter I	62,227	21.31	64,094	21.95	65,825	22.54
Journey Firefighter I / EMT-I	65,365	22.39	67,326	23.06	69,144	23.68
Journey Firefighter I / Paramedic	66,934	22.92	68,942	23.61	70,803	24.25
Journey Firefighter II	66,558	22.79	68,555	23.48	70,406	24.11
Journey Firefighter II / EMT-I	69,696	23.87	71,787	24.58	73,725	25.25
Journey Firefighter II / Paramedic	71,264	24.41	73,402	25.14	75,384	25.82
Master Firefighter	71,190	24.38	73,326	25.11	75,305	25.79
Master Firefighter / EMT-I	74,327	25.45	76,557	26.22	78,624	26.93
Master Firefighter / Paramedic	78,249	26.80	80,597	27.60	82,773	28.35
Fire Engineer (min)	74,739	25.60	76,981	26.36	79,060	27.08
Fire Engineer (min) / EMT-I	77,876	26.67	80,213	27.47	82,378	28.21
Fire Engineer (min) / Paramedic	79,445	27.21	81,829	28.02	84,038	28.78
Fire Engineer (max)	78,438	26.86	80,791	27.67	82,973	28.42
Fire Engineer (max) / EMT-I	81,576	27.94	84,023	28.78	86,292	29.55
Fire Engineer (max) / Paramedic	85,498	29.28	88,063	30.16	90,440	30.97
Staff Specialist *	80,747	38.82	83,169	39.99	85,415	41.06
Staff Specialist / EMT-I *	82,982	39.90	85,471	41.09	87,779	42.20
Staff Specialist / Paramedic *	85,776	41.24	88,349	42.48	90,734	43.62
Fire Lieutenant (min)	82,378	28.21	84,850	29.06	87,140	29.84
Fire Lieutenant (min) / EMT-I	85,516	29.29	88,081	30.16	90,459	30.98
Fire Lieutenant (min) / Paramedic	87,084	29.82	89,697	30.72	92,119	31.55
Fire Lieutenant (max)	86,829	29.74	89,434	30.63	91,849	31.46
Fire Lieutenant (max) / EMT-I	89,967	30.81	92,666	31.73	95,168	32.59
Fire Lieutenant (max) / Paramedic	93,889	32.15	96,706	33.12	99,317	34.01
Fire Lieutenant Specialist *	89,402	42.98	92,084	44.27	94,571	45.47
Fire Lieutenant Specialist / EMT-I *	91,637	44.06	94,386	45.38	96,935	46.60
Fire Lieutenant Specialist / Paramedic *	94,431	45.40	97,264	46.76	99,890	48.02
Fire Captain (min)	96,845	33.17	99,750	34.16	102,443	35.08
Fire Captain (max)	102,649	35.15	105,729	36.21	108,584	37.19
Fire Captain Specialist *	105,642	50.79	108,811	52.31	111,749	53.73

\*Day Shift Pay Rate (2,080 hrs)