

APPENDIX B:

2016-2017 SALARY SCHEDULE (effective *until* first full pay period on or after April 1, 2018)

Firefighter	Annual Pay	Bi-Weekly
STEP 0	\$42,075.23	\$1,618.28
STEP 1	\$44,179.00	\$1,699.19
STEP 2	\$46,387.95	\$1,784.15
STEP 3	\$48,707.35	\$1,873.36
STEP 4	\$51,142.71	\$1,967.03
STEP 5	\$53,699.84	\$2,065.38
STEP 6	\$56,384.84	\$2,168.65
STEP 7	\$59,204.08	\$2,277.08
STEP 8	\$62,164.28	\$2,390.93
Driver Engineer	Annual Pay	Bi-Weekly
STEP 0	\$51,142.71	\$1,967.03
STEP 1	\$53,699.84	\$2,065.38
STEP 2	\$56,384.84	\$2,168.65
STEP 3	\$59,204.08	\$2,277.08
STEP 4	\$62,164.28	\$2,390.93
STEP 5	\$65,272.50	\$2,510.48
STEP 6	\$68,536.12	\$2,636.00
STEP 7	\$71,962.93	\$2,767.81
STEP 8	\$75,561.08	\$2,906.20
Captain	Annual Pay	Bi-Weekly
STEP 0	\$59,204.08	\$2,277.08
STEP 1	\$62,164.28	\$2,390.93
STEP 2	\$65,272.50	\$2,510.48
STEP 3	\$68,536.12	\$2,636.00
STEP 4	\$71,962.93	\$2,767.81
STEP 5	\$75,561.08	\$2,906.20
STEP 6	\$79,339.13	\$3,051.51
STEP 7	\$83,306.08	\$3,204.08
STEP 8	\$87,471.39	\$3,364.28
Division Chief	Annual Pay	Bi-Weekly
STEP 0	\$68,536.12	\$2,636.00
STEP 1	\$71,962.93	\$2,767.81
STEP 2	\$75,561.08	\$2,906.20
STEP 3	\$79,339.13	\$3,051.51
STEP 4	\$83,306.08	\$3,204.08
STEP 5	\$87,471.39	\$3,364.28
STEP 6	\$91,844.96	\$3,532.50
STEP 7	\$96,437.21	\$3,709.12
STEP 8	\$101,259.06	\$3,894.58

APPENDIX C (Year 1)

2017-2018 SALARY SCHEDULE (effective *until* first full pay period after April 1, 2019)

Firefighter	Annual Pay	Bi-Weekly
STEP 1	\$47,713	\$1,835.12
STEP 2	\$51,530	\$1,981.92
STEP 3	\$55,653	\$2,140.50
STEP 4	\$58,435	\$2,247.50
STEP 5	\$61,357	\$2,359.88
STEP 6	\$64,425	\$2,477.88
STEP 7	\$67,646	\$2,601.77
Driver Engineer	Annual Pay	Bi-Weekly
STEP 1	\$53,217	\$2,046.81
STEP 2	\$58,055	\$2,234.15
STEP 3	\$63,313	\$2,435.12
STEP 4	\$66,479	\$2,556.88
STEP 5	\$69,803	\$2,684.73
STEP 6	\$73,293	\$2,818.96
STEP 7	\$76,958	\$3,075.31
Captain	Annual Pay	Bi-Weekly
STEP 1	\$64,909	\$2,496.50
STEP 2	\$68,154	\$2,621.31
STEP 3	\$71,562	\$2,752.38
STEP 4	\$75,140	\$2,890.00
STEP 5	\$78,897	\$3,034.50
STEP 6	\$82,842	\$3,186.23
STEP 7	\$86,984	\$3,345.54
Division Chief	Annual Pay	Bi-Weekly
STEP 1	\$77,837	\$2,993.73
STEP 2	\$81,728	\$3,143.38
STEP 3	\$85,815	\$3,300.58
STEP 4	\$90,106	\$3,465.62
STEP 5	\$94,611	\$3,638.88
STEP 6	\$99,341	\$3,820.81
STEP 7	\$104,308	\$4,011.85

APPENDIX D (Year 2)

2018-2019 SALARY SCHEDULE (effective *until* first full pay period after April 1, 2020)

Firefighter	Annual Pay	Bi-Weekly
STEP 1	\$51,530	\$1,981.92
STEP 2	\$55,653	\$2,140.50
STEP 3	\$58,435	\$2,247.50
STEP 4	\$61,357	\$2,359.88
STEP 5	\$64,425	\$2,477.88
STEP 6	\$67,646	\$2,601.77
STEP 7	\$71,029	\$2,731.88
Driver Engineer	Annual Pay	Bi-Weekly
STEP 1	\$58,055	\$2,234.15
STEP 2	\$63,313	\$2,435.12
STEP 3	\$66,479	\$2,556.88
STEP 4	\$69,803	\$2,684.73
STEP 5	\$73,293	\$2,818.96
STEP 6	\$76,958	\$3,075.31
STEP 7	\$80,806	\$3,107.92
Captain	Annual Pay	Bi-Weekly
STEP 1	\$68,154	\$2,621.31
STEP 2	\$71,562	\$2,752.38
STEP 3	\$75,140	\$2,890.00
STEP 4	\$78,897	\$3,034.50
STEP 5	\$82,842	\$3,186.23
STEP 6	\$86,984	\$3,345.54
STEP 7	\$91,333	\$3,512.81
Division Chief	Annual Pay	Bi-Weekly
STEP 1	\$81,728	\$3,143.38
STEP 2	\$85,815	\$3,300.58
STEP 3	\$90,106	\$3,465.62
STEP 4	\$94,611	\$3,638.88
STEP 5	\$99,341	\$3,820.81
STEP 6	\$104,308	\$4,011.85
STEP 7	\$109,524	\$4,212.46

APPENDIX E (Year 3)

2018-2019 SALARY SCHEDULE (effective *beginning* first full pay period after April 1, 2020)

Firefighter	Annual Pay	Bi-Weekly
STEP 1	\$55,653	\$2,140.50
STEP 2	\$58,435	\$2,247.50
STEP 3	\$61,357	\$2,359.88
STEP 4	\$64,425	\$2,477.88
STEP 5	\$67,646	\$2,601.77
STEP 6	\$71,029	\$2,731.88
STEP 7	\$74,580	\$2,868.46
Driver Engineer	Annual Pay	Bi-Weekly
STEP 1	\$63,313	\$2,435.12
STEP 2	\$66,479	\$2,556.88
STEP 3	\$69,803	\$2,684.73
STEP 4	\$73,293	\$2,818.96
STEP 5	\$76,958	\$3,075.31
STEP 6	\$80,806	\$3,107.92
STEP 7	\$84,846	\$3,263.31
Captain	Annual Pay	Bi-Weekly
STEP 1	\$71,562	\$2,752.38
STEP 2	\$75,140	\$2,890.00
STEP 3	\$78,897	\$3,034.50
STEP 4	\$82,842	\$3,186.23
STEP 5	\$86,984	\$3,345.54
STEP 6	\$91,333	\$3,512.81
STEP 7	\$95,900	\$3,688.46
Division Chief	Annual Pay	Bi-Weekly
STEP 1	\$85,815	\$3,300.58
STEP 2	\$90,106	\$3,465.62
STEP 3	\$94,611	\$3,638.88
STEP 4	\$99,341	\$3,820.81
STEP 5	\$104,308	\$4,011.85
STEP 6	\$109,524	\$4,212.46
STEP 7	\$115,000	\$4,423.08