

# RCA CITY OF AUSTIN RECOMMENDATION FOR COUNCIL ACTION

AGENDA ITEM NO.: 12 AGENDA DATE: Thu 12/01/2005 PAGE: 1 of 2

**<u>SUBJECT</u>**: Ratify the Collective Bargaining Agreement with the Austin Association of Professional Firefighters Association (AAPFF) for Austin fire fighters.

AMOUNT & SOURCE OF FUNDING: Funding in the amount of \$4,060.675 is available in the Fiscal Year 2005-2006 Amended Operating Budget of the Fire Department.

FISCAL NOTE: There is no unanticipated fiscal impact. A fiscal note is not required.

REQUESTING Fire	DIRECTOR'S
DEPARTMENT:	AUTHORIZATION: Jim Evans

# FOR MORE INFORMATION CONTACT:

**PRIOR COUNCIL ACTION:** 12/02/04 Resolution to place collective bargaining into effect and recognize Local 975 as the recognized agent.

BOARD AND COMMISSION ACTION: N/A

# **PURCHASING:** N/A

# MBE / WBE: N/A

\_\_\_\_\_

In May 2004, Austin voters approved collective bargaining rights for firefighters under the provisions of Texas Local Government Code, Chapter 174. The first contract, ratified in December 2004, expired in September 2005.

The City's bargaining team and the International Association of Firefighters Local #975 bargaining team reached agreement on a three-year contract. The Association members voted November 14th -18th and approved the three-year contract by a majority vote. The agreement will remain in effect until September 20, 2008.

The contract contains strategic changes that enhance operations, including:

Improves the hiring process.

- The City has flexibility to use a General Aptitude Test and/or an oral interview board process to initially rank all applicants for entry level positions
- The City may "batch" applications for continuation in the process in order to effectively use its resources and manage the logistics of the hiring process.
- Continues the use of CPAT or similar physical ability test.
- Includes maximum of three (3) points for military service.
- Expands bilingual translation points to several languages in addition to Spanish -- French/Haitian, Asian (Vietnamese, Cantonese, Thai, Korean, Japanese, and Malaysian), American Sign erials: 10631 Date: 12.01.05 Original: Yes
   Published:



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AGENDA ITEM NO.: 12 AGENDA DATE: Thu 12/01/2005 PAGE: 2 of 2

Language, and German.

- Provides standards for the cadet training program.
- 2. Improves the promotion process
  - The life of all new promotion lists will be 18 months (current is 12 months).
  - Provides for skills evaluations at the Specialist (beginning in year 1) and Lieutenant (beginning in year 2) ranks.
  - Provides for the appointment by the Fire Chief of up to nine (9) Assistant Chiefs and Division Chiefs.
  - Allows the City to adjust the process if an unlawful impact occurs.
  - The process continues at contract expiration.

The proposed contract contains the following economic agreements for a total value of \$27,515,052 over 3 years:

- Annual. Provides for the City to contribute hours to fund Association Business Leave and covers the Association President's time.
- FY 05-06: Implements a variable pay scale with increases ranging from 9% to 1.5% and adds a 5% increase at a 21-year step effective January 2006.
- FY 06-07: Provides for a 5.5% across-the-board wage increase effective January 2007.
- FY 07-08: Provides for a 5.5% across-the-board wage increase effective late October 2007.

Item #11 is the budget amendment related to this item.

# **RESOLUTION NO.** <u>20051201-</u>

# **BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:**

WHEREAS, the citizens of the City of Austin in a duly ordered referendum election adopted the provisions of the Fire and Police Employee Relations Act (FPERA), Chapter 174 of the Texas Local Government Code for firefighters employed by the Austin Fire Department: and

WHEREAS, the Austin Association of Professional Fire Fighters, Local 975 of the International Association of Professional Fire Fighters, previously was designated as the exclusive bargaining agent for firefighters under the Meet and Confer provisions of Chapter 143 of the Local Government Code, and it continues to represent a majority of the members of the Austin Fire Department and is entitled to the designation of exclusive bargaining agent under the FPERA; and

WHEREAS, negotiation teams for the City of Austin and the Austin Association of Professional Firefighters engaged in negotiations and reached an agreement which has been ratified by a majority of the members of the Austin Association of Professional Fire Fighters; NOW, THEREFORE,

# BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:

The City Council ratifies the Agreement between the City of Austin and the Austin Association of Professional Fire Fighters, in the form of the attached Exhibit "A"; and authorizes the City Manager to execute said Agreement.

ADOPTED: \_\_\_\_\_, 2005 ATTEST:\_\_\_

Shirley A. Brown City Clerk

# Collective Bargaining Agreement

Between

# The City of Austin

# And

# The Austin Association of Professional Fire Fighters

Effective December 1, 2005 through September 30, 2008

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1	Article 1
2 3	Preamble
4 5	Section 1. Intent of Agreement.
6 7	This Agreement is made between the City of Austin. Texas, hereinafter referred to
8	as the "City," and the Austin Association of Professional Fire Fighters, Local 975 of the
9	International Association of Fire Fighters, AFL-CIO-CLC, hereinafter referred to as the
10	"Association." The terms of this Agreement will not be effective after its expiration date
11	except as required by law or specified herein.
12	Section 2. Purpose of Agreement.
13	WHEREAS, the citizens of the City of Austin have by referendum election
[4	chosen the Collective Bargaining Process as a fair and orderly way of conducting its
15	relations with Austin fire fighters; and
16	WHEREAS, the Association has pledged to support the service and mission of
17	the Austin Fire Department, to constructively support the goals and objectives of the
18	Austin Fire Department, and to abide by the statutorily imposed no strike or work
19	slowdown obligations placed upon it; and
20	WHEREAS, it is the intent and purpose of the parties to set forth herein their
21	entire Agreement;
22	NOW, THEREFORE, in consideration of the mutual covenants and agreements
23	herein contained, the parties mutually agree as follows.

1		ARTICLE 2
2		Definitions
3 4	T	he following definitions apply to terms used in this Agreement, unless a
5	different	definition is required by the context in which the term is used.
6	1.	"Agreement" refers to this Collective Bargaining Agreement.
7	2.	"Association" means the Austin Association of Professional Fire Fighters.
8		Local No. 975 of the International Association of Fire Fighters, AFL-CIO-
9		CLC, and its officers and agents authorized to act on its behalf.
10	3.	"Authorized Association Representative" means a representative of the
11		Association authorized by the Association's Executive Board to conduct
12		business on behalf of the Association.
13	4.	"City" means the City of Austin, Texas, the Austin Fire Department and its
14		officers, agents, managers, and others authorized to act on its behalf.
15	5,	"Department" means the Austin Fire Department, acting through its
16		management staff.
17	6.	"Fire Chief" means the Fire Chief of the Austin Fire Department and is
18		synonymous with the term "department head" as used in Local Government
19		Code Chapter 143.
20	7.	"Fire Fighter" means any employee who is a "fire fighter" as defined in Local
21		Government Code §§ 143.003(4) and 174.003(2), employed by the Austin
22		Fire Department. It excludes the Fire Chief, non-Civil Service employees,
23		retirees, and any other employees specifically exempted by the terms of this
24		Agreement.

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<ul> <li>portions of the Fire Fighter and Police Officer Civil Service Additional LOCAL GOVERNMENT CODE Chapter 143 which are applied</li> <li>City.</li> <li>9. "Local Government Code Chapter 174" and/or "Chapter 174" reference and Police Employee Relations Act, TEXAS LOCAL GOVE</li> <li>CODE Chapter 174.</li> <li>8. 10. "Non-Civil Service employee" means any employee of the Additional Service and Police Employee and the Police Government who is not a fire fighter as defined in Local Government</li> <li>§143.003(4).</li> </ul>	ers to those
<ul> <li>4 City.</li> <li>5 9. "Local Government Code Chapter 174" and/or "Chapter 174" ro</li> <li>6 Fire and Police Employee Relations Act, TEXAS LOCAL GOVE</li> <li>7 CODE Chapter 174.</li> <li>8 10. "Non-Civil Service employee" means any employee of the <i>x</i></li> <li>9 Department who is not a fire fighter as defined in Local Govern</li> <li>10 §143.003(4).</li> </ul>	et, TEXAS
<ul> <li>9. "Local Government Code Chapter 174" and/or "Chapter 174" ro</li> <li>Fire and Police Employee Relations Act, TEXAS LOCAL GOVE</li> <li>CODE Chapter 174.</li> <li>8 10. "Non-Civil Service employee" means any employee of the A</li> <li>9 Department who is not a fire fighter as defined in Local Govern</li> <li>\$143.003(4).</li> </ul>	able to the
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<ul> <li>CODE Chapter 174.</li> <li>10. "Non-Civil Service employee" means any employee of the A</li> <li>Department who is not a fire fighter as defined in Local Govern</li> <li>\$143.003(4).</li> </ul>	fers to the
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9 Department who is not a fire fighter as defined in Local Govern 10 §143.003(4). 11 12 13 14	
10 \$143.003(4). 11 12 13 14 15	Austin Fire
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12 13 14 15	
13 14 15	
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]	Article 3
2	
3	Recognition of Association
4 5	The City recognizes the Association as the sole and exclusive bargaining agent for
2	all for fighter commented basel for any fight for the fight 101
6	all fire fighters pursuant to Local Government Code Section 174.101.
7	
8	

Article 4

3 Management Rights 4 5 The City retains all inherent rights to manage the Fire Department and its work force 6 which it presently enjoys, subject to applicable federal and state statutes and local 7 ordinances, resolutions, and rules, except as specifically provided in this Agreement. These 8 rights include, but are not limited to: direction of the work force, including but not limited 9 to, the right to hire; the right to discipline or discharge in accordance with Chapter 143; the 10 right to decide job qualifications for hiring; the right to lay-off or abolish positions; the right 11 to make rules and regulations governing conduct and safety; the right to determine schedules 12 of work together with the right to determine the methods, processes and manner of 13 performing work: the determination of the size of the work force, and the assignment of 14 work to fire fighters within the Department, including the right to transfer fire fighters; the 15 determination of policy affecting the selection of new fire fighters; the right to establish the 16 services and programs provided by the Department, including the nature and level of such 17 services and programs, as well as the type and quantity of resources allocated; the right to 18 establish work performance measurements and standards; and the right to implement 19 programs to increase the cost effectiveness of departmental operations.

20

1 2

1	Article 5
2 3	Non-Discrimination
4 5	Section 1. Discrimination Prohibited.
6	Neither the City nor the Association shall discriminate against any fire fighters
7	covered by this Agreement in a manner which would violate any applicable federal or
8	state laws or any City ordinances on the basis of race, creed, color, national origin, age,
9	sex, sexual orientation, or disability.
10	Section 2. Association Membership or Activity.
11	Neither the City nor the Association shall interfere with the right of fire fighters
12	covered by this Agreement to become or not become members of the Association, and
13	there shall be no discrimination against such fire fighters because of lawful Association
14	membership or non-membership activity or status. Nothing herein will be construed to
15	prevent the Association from enforcing its lawful requirements for obtaining or retaining
16	Association membership.
17	Section 3. Association Fair Representation.
18	The Association recognizes its responsibility as the exclusive representative under
19	the FPERA and agrees to fairly represent all bargaining unit employees in the
20	negotiation, administration and enforcement of this Agreement.

1	Article 6		
2 3	City/Association Relationship		
4 5	Section 1. Quarterly Management/Executive Board Meeting.		
6	On a quarterly basis, the Association's Executive Board and the		
7	Department's management staff designated by the Fire Chief shall meet to discuss the		
8	operation of this Agreement. The Fire Chief will establish a process for creating an		
9	agenda in advance of each quarterly meeting. Discussion of topics will be by mutual		
10	agreement, and neither party's agreement to discuss a topic will be considered to be a		
11	relinquishment of any rights it may have under this Agreement or otherwise.		
12	Section 2. Joint Committee.		
13	A. Limited Purpose of Committee. The parties agree to create a Joint		
14	Committee, consisting of management and Association representatives, in order to permit		
15	the Association to have input in the development of and/or revisions to Department		
16	personnel policies (Section H of the General Orders). The Association seeks to accomplish		
17	its interests by contributing to policy development and change. The City seeks to		
18	accomplish its interests in obtaining valuable input into policy changes, accomplishing "buy		
19	in" and support by department members while maintaining the right to implement policy		
20	changes without the need for approval by the Association or the committee.		
21	B. Composition of Committee. The Joint Committee shall be composed of		
22	three (3) management representatives appointed by the Fire Chief and three (3) Association		
23	representatives appointed by the Association President. Necessary resource people will		
24	attend. All members of the Joint Committee shall be trained in the principles of IBB, and		
25	the Joint Committee shall use the IBB process. Provided, however, that this commitment to		

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utilize the process shall not prevent or delay changes in policy, or the implementation or
 enforcement of interim policies while consultation and exchange continue.

3 С. Committee Process. Issues involved in policy development will be posted 4 on the FireNet. All interested fire fighters shall forward their comments to the Executive 5 Staff and the Association Committee Members within seven (7) days in order to make sure 6 that consideration of such comments may occur prior to the meeting. Drafts of policies shall 7 be provided to the Association President. Meetings shall be held when necessary. Meetings 8 should take place with a quorum, however, it is understood that this process must go on. 9 even if some participants cannot attend each session. This provision does not preclude the 10 implementation of interim policy changes when the Fire Chief determines that the interest of 11 the department or the public require such changes without delay. After input and 12 communication occurs in the process, the final determination of the policies of the 13 department remains with the Fire Chief and it is understood and agreed that the approval of 14 the Committee or the Association is not required for policy changes to be effective.

**D. Operational Policies.** Operational policies are not subject to the joint committee process. However, the Fire Chief will take into consideration the advantages of including Association input in work groups or ad hoc committees involved in policy development or revision. The department shall expand the use of the FireNet for comments, or focused comments on the relevant policy related issue.

20 Sec

# Section 3. Management Control.

It is expressly understood and agreed that the Fire Chief continues to solely control all policy making and implementation and that the Joint Committee created in this Article applies only to the subjects specifically set out herein.

1	Article 7
2 3	Association Dues, Payroll Deductions and Indemnification
4	Section 1. Dues Check Off.
5	Upon receipt of a proper and signed authorization from an Association member and
6	written approval by the Association, the City will deduct from the Association member's
7	pay, regular monthly Association dues in the amount set by the Association. The
8	authorization shall be made on a form supplied by the City. The Association shall notify the
9	City of any change in the amount of the regular monthly dues.
10	Section 2. Other Payroll Deductions
11	A. Upon receipt of an authorization from an Association member and written
12	approval by the Association, the City will deduct from the Association member's pay,
13	deductions in the amount specified, for the following categories:
14 15 16 17 18 19 20 21 22 22	Austin Fire Fighters Political Action Committee (PAC) Group Term Life Insurance Members' Pagers Prepaid Legal AFLAC Insurance Police & Fireman's Insurance Association Miscellaneous (subject to subsection B) Specified Other (subject to subsection B)
23	B. The Association may request the use of the Miscellaneous and Specified
24	Other categories for items similar in nature to the other categories listed above and other
25	items such as charitable deductions and special Association events. The City will not
26	unreasonably delay or withhold approval for the use of those deduction categories. Request
27	to use those categories shall be made in writing to the City's Director of Human Resources.

# 1 Section 3. Prior Authorizations.

•

2	Prior to the effective date of this Agreement, the Association will furnish to the City	
3	a list of all Association members. Listed members who authorized dues or payroll	
4	deductions prior to the effective date of this Agreement will not be required to submit a new	
5	payroll deduction form. Members who are not included in the list must submit proper	
6	authorization requesting dues or payroll deductions.	
7	Section 4. Remittance of Deductions.	
8	The amounts withheld by the City for dues and payroll deductions will be promptly	
9	remitted to the Association's Treasurer.	
10	Section 5. Association Payment of Deduction Costs.	
11	The Association agrees to reimburse the City for the cost of making such deductions	
12	in an amount not to exceed ten cents (\$.10) per deduction.	
13	Section 6. Correction of Errors.	
14	The Association will refund to the City any amount paid to the Association in error	
15	under this Article. The City will reimburse an Association member for any amount	
16	erroneously deducted from the Association member's pay under this Article.	
17	Section 7. Indemnification.	
18	The Association shall indemnify the City and hold it harmless against any and all	
19	claims, demands, suits, or other forms of liability that may arise out of, or by reason of, any	
20	actions taken by the City to comply with this Article.	

Article 8

Civil Service Commission

2 3 4

1

5

# Section 1. Ex Parte Communications with Commission.

6 The parties agree that neither the City nor the Association shall have *ex parte* 7 communications with any member of the Civil Service Commission concerning any 8 matter scheduled to or likely to come before the Commission. This section does not 9 prohibit the Civil Service Director, the Director's staff, the City Attorney, or the City 10 Attorney's staff from communicating with Commissioners to the extent necessary to 11 perform their duties in connection with the Commission.

# 12 Section 2. Agreed Scheduling of Disciplinary Hearings.

13 In any appeal of a suspension, including an indefinite suspension, the suspended 14 fire fighters (or the fire fighter's designated representative) and the Fire Chief by written 15 agreement may schedule or re-schedule the hearing on a date more than 30 days after the 16 date the Commission receives fire fighter's notice of appeal. Upon receipt of such 17 written agreement, the Civil Service Director shall schedule the hearing on the agreed 18 date unless a quorum of the Commissioners is unavailable. If a quorum of 19 Commissioners is not available on the agreed date, the Director shall confer with the fire 20 fighter (or the fire fighter's designated representative) and the Fire Chief to select a new 21 date for the appeal hearing when the parties and a quorum of the Commissioners are 22 available. This provision pre-empts Section 143.053(b) of the Texas Local Government 23 Code to the extent the two are inconsistent.

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# 1 Section 3. Reappointment of Civil Service Commission Members.

A Commission member may be appointed and confirmed to serve successive consecutive terms as a Commission member. Service on the Commission shall not be considered to be the holding of a public office. This provision specifically pre-empts Section 143.006(c) to the extent that the two are inconsistent.

1	Article 9	
2 3	Wages & Benefits	
4 5	Section 1. BASE WAGES	
6	A. For Period Beginning January, 2006.	
7	Effective with the pay period beginning January 8, 2006, the pay scale attached	
8	hereto as Appendix A-1 shall apply to all fire fighters covered by this Agreement.	
9	B. For Period Beginning January 2007.	
10	Effective with the pay period beginning January 7, 2007, the pay scale attached	
11	hereto as Appendix A-2 shall apply to all fire fighters covered by this Agreement. The pay	
12	scale reflects a 5.5% increase to base wages.	
13	C. For Period Beginning October 2007.	
14	Effective with the pay period beginning October 28, 2007, the pay scale attached	
15	hereto as Appendix A-3 shall apply to all fire fighters covered by this Agreement. The pay	
16	scale reflects a 5.5% increase to base wages.	
17	D. Rate of Pay for Added Time.	
18	During the term of this Agreement, all time worked by a fire fighter in addition to	
19	regularly scheduled hours shall be paid at one and one-half (1.5) times the fire fighter's	
20	regular rate.	
21	Section 2. RATES OF ADDITIONAL PAYS.	
22	A. Education, Certification, and Longevity (Seniority)	
23	During the term of this Agreement, the rates paid by the City of Austin for the	
24	following additional pay items shall remain the same as the rates effective on October 1,	
25	2005:	
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1	(1)	Educational incentive/certification pay;
2	• •	Assignment pay, including bilingual pay; and
3	(3)	Longevity or seniority pay.
4		
5	С.	Reimbursements and Clothing Allowance
6		
7	During	the term of this Agreement, the rates paid by the City of Austin for the
8	following items	s shall not be reduced below the rates in effective on October 1, 2005:
9	0	Mileage paid for travel between stations;
	-	
10	• •	Reimbursement of auto insurance deductible; and
11	(3)	Clothing allowance.
12		
13	Section 3.	ADDITIONAL PAY PROVISIONS.
14	А.	Operations Division Overtime.
15	During	the term of this Agreement, the Department shall have a policy regarding

15 During the term of this Agreement, the Department shall have a policy regarding 16 overtime work in the Operations Division. The policy shall provide for constant staffing of 17 the Operations Division and shall provide a fair and equitable method for assigning overtime 18 work among fire fighters, provided that the application of the policy does not compromise 19 the integrity of the firefighting company or the business needs of the Department.

20 B. Kelly Shifts.

21 During the term of this Agreement, the Department shall have a policy providing for 22 the use of "Kelly" shifts as part of a fire fighter's work schedule. The application of the 23 policy shall not compromise the integrity of the firefighting company or the business needs 24 of the Department and must meet applicable legal requirements. For purposes of this 25 Agreement, each fire fighter is scheduled for eighteen (18) work shifts, with the nineteenth 26 (19th) shift being the "Kelly" shift. Each fire fighter's 19-day cycle begins at the end of 27 his/her "Kelly" shift. At the end of the third consecutive 19-day cycle, the fire fighter will 28 again be scheduled off-duty on "Kelly" shift.

# 1 C. EMT Certification.

2 During the term of this Agreement, the Department shall have a policy requiring all 3 fire fighters to maintain EMT certification at the EMT-B skill level. Fire fighters may 4 voluntarily upgrade to EMT-I or EMT-P skill levels, but will not receive further compensation for attaining those levels. If a state of emergency exists in the City of Austin, 5 the Chief may require any fire fighter to perform duties requiring EMT-I or EMT-P skill 6 7 levels without additional compensation. If, however, the Chief requires fire fighters to 8 perform duties requiring EMT-I or EMT-P skill levels when such a state of emergency does 9 not exist, those fire fighters will be compensated on the basis of a market-based study.

1	Article 10			
2 3	Association Business Leave			
4 5	Section 1. Association Business Leave.			
6	A. Creation of Association Business Leave. Authorized Association			
7	Representatives shall be permitted to have paid time off, designated as Association Business			
8	Leave (ABL), to conduct Association business under the conditions specified in this Article.			
y	B. Permitted Uses of ABL. ABL may be used for activities that directly			
10	support the mission of the Department or the Association, but do not otherwise violate			
11	the specific terms of this Article. It is specifically understood and agreed that no paid			
12	time off shall be utilized for political lobbying at the local, State, or national level.			
13	C. Written request required. All requests for ABL must be in writing and			
14	submitted at least 3 days in advance to HQ support staff. To be considered timely, the			
15	request must be received in person, by fax, or by e-mail by noon of the day notice is due.			
16	D. Approval of ABL requests. The Fire Chief or the Fire Chief's designee			
17	will approve timely ABL requests.			
18	Section 2. Funding of the Association Business Leave Pool.			
19	A. Manner of Funding.			
20	The City will contribute two (2) hours for each fire fighter who is covered by this			
21	Agreement. The initial City contributions will be credited to the ABL pool within ten			
22	(10) working days after the date that this Agreement is ratified. In subsequent years of			
23	this Agreement, the City contributions will be credited to the ABL pool at the beginning			
24	of each fiscal year.			
25	B. Administration of Pool. Any hours remaining at the end of a liscal year			
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(September 30) will remain in the pool for use in the following year. Hours in the pool at
 the end of the Agreement will be available for use in the following year for Association
 Business Leave activities. The City and the Association shall track utilization of ABL.

4

# Section 3. Association Negotiating Leave.

5 Up to nine (9) Authorized Association Representatives designated to participate on 6 behalf of the Association in collective bargaining negotiations for the successor to this 7 Agreement shall be granted administrative leave, to attend scheduled collective bargaining 8 negotiating sessions between the Association and the City. This time shall not be deducted 9 from the ABL pool, and is not subject to the approval/disapproval process in this Article.

10 Section 4. Use of Association Business Leave by Association President.

11 The Association President shall be permitted up to 2080 hours per year, less accrued 12 leave time, which must be used under AFD policies, and shall be assigned to a 40 hour work 13 week. This time shall not be deducted from the ABL pool, and is not subject to the 14 approval/disapproval process in this Article. The Association President will not be entitled 15 to overtime pay from the City for any hours while on ABL status. The Association 16 President may at any time be required to return to duty in an emergency, and may also be 17 assigned to special projects at the discretion of the Fire Chief. At the end of his/her term, the 18 Association President will be allowed to return to the assignment s/he occupied before 19 commencing ABL to perform duties as Association President.

# 20 Section 5. Administration.

Administrative procedures and details regarding the implementation of this Articleshall be specified in Departmental policy.

# 1 Section 6. Indemnity.

The Association shall indemnify the City and any Department of the City and hold it harmless against any and all claims, demands, suits, or other forms of liability that may arise out of, or by reason of, any actions taken by the City or any Department of the City for any purpose of complying with provision of this Article.

1	Article 11
2 3	Shared Communications Between City and Association
4 5	Section 1. Need for Shared Communications.
6	The parties have agreed that there may be times when shared communications
7	will be necessary and desirable. When those occasions occur, the parties have agreed to
8	certain principles, as detailed in this Article.
9	Section 2. Principles and Goals of Shared Communications
10	A. Avoidance of Personal Attacks. Whenever Fire Department management
11	or the Association finds it desirable to communicate with members of the Department or
12	the public, it is specifically agreed that each will avoid personal attacks or inflammatory
13	statements.
14	B. Co-sponsored events. It is also a goal of shared communications that Fire
15	Department management and the Association will identify and participate in co-
16	sponsored events.
17	C. Association representation on Department Committees. Finally, it is a
18	goal that the Association locate and assign Association representatives to Fire
19	Department committees established by the Fire Chief to advise on policies or working
20	conditions.
21	D. Health & Safety Advisory Committee. The City and the Association also
22	will share communications through the mechanism of a Health & Safety Advisory
23	Committee.

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# 1 Section 3. Shared Communications Systems.

A. Association Bulletin Boards. The Association shall be permitted to use Association bulletin boards located at Fire Department work sites, after approval of placement and number by the Fire Chief. The Association's bulletin boards will be monitored by both Association station stewards and by station officers for content. The following Guidelines shall apply to materials posted on the bulletin boards:

7 (1) There shall be no personal attacks or inflammatory statements.
8 (2) All materials shall be directed toward dissemination of general

9 Association information and advising members of events, meeting,
10 and functions;

- 11 (3) Department property (bulletin boards on AFD premises, the Pony,
  12 and email is for public business only, and is not dedicated or made
  13 available for expressing or debating views or issues, or for any type
  14 of political campaign or election information or endorsements (this
  15 limitation does not apply to elections for Association officers,
  16 provided that only brief notices naming the individual rank, years of
  17 service and Association office sought shall be permitted);
- 18 (4) Any concerns about the content of posted material shall be brought
  19 to the attention of the Association President or designee for review
  20 and adjustment as soon as the concerns are noticed. The
  21 objectionable material shall be removed from the bulletin board
  22 until final determination. An Association notice may include a
  23 simple reference to another source for further information such "See

AAPFF Web Page or the Smoke Signal"

2	(5)	The Fire Chief retains the final decision as to whether Association
3		materials may be posted on bulletin boards except as to the items
4		noted in (b) 1-5 below, which may be posted without prior
5		approval.

6 В. Association use of the Pony. The Association may also request approval 7 to distribute specific Association materials to the stations through the Department's inter-8 office mail system (the "Pony"). The Fire Chief, or his designee, shall not unreasonably 9 deny such permission. With approval of the Executive Staff, the Association may be 10 granted approval to use station printers and computers for rapid dissemination of 11 information. Use of the Pony or the Department's computers to disseminate information 12 without prior approval shall be limited to members of the Executive Board and the 13 Association President, on the following categories:

14	(1)	Items approved by the Executive Board of Local 975 and certified
15		by the Board as in compliance with the provisions of this Article;
16	(2)	Dissemination of Local 975 meeting agendas;

(2) Dissemination of Local 975 meeting agendas;

- 17 (3) Special notices of Association events, activities, member 18 opportunities, public service announcements such as "Fill the Boot" 19 or reminders to vote;
- 20 (4) Notices of committee meetings; and
- 21 Notices of family member deaths. (5)
- 22 Materials distributed in the Pony or on computer shall meet the same Guidelines 23 as contained in Section 3.A. above regarding bulletin boards. Other communications

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between Fire Department Management and Association Representatives may be included
 by advance approval.

3 C. Other Association Distributions. Except for the categories specifically 4 permitted without advance approval the Fire Chief retains the final decision as to whether 5 Association materials may be distributed on or using Department property. A copy of any 6 material sent without prior approval shall be provided by email or photocopy for the 7 Executive Staff.

# 8 Section 4. Joint Communications

9 In order to reduce the amount of rumors in the Department, the parties have 10 agreed to certain methods of joint communications. These include, but are not limited to including a column in any Fire Department publication (should one again be published in 11 12 the future) in which the Association will be permitted to address rumors. The Association 13 also will permit the Fire Chief space for a column in the "Smoke Signal" (or other 14 successor publication) in which to address rumors. If both parties agree, members of Fire 15 Department management and the Association may make joint appearances at 16 Departmental meetings in order to address critical communications.

1	Article 12	
2 3	Miscellaneous Leave Provisions	
4 5	Section 1. Leave Accrual Rates	
6	The leave accrual rates in effect as of October 1, 2005, shall remain in	effect
7	during the term of this Agreement.	
8	Section 2. Vacation Slots	
9	The number of vacation slots that each Battalion will receive per shift will d	lepend
10	on the number of fire fighter positions (excluding Battalion Chiefs) assigned t	o that
11	Battalion based on the ratio of one vacation slot for every seven (7) fire fighter pos	sitions
12	(excluding Battalion Chiefs) or fraction thereof.	
13	Section 3. Extra Vacation Slots on Certain Holidays	
14	The parties recognize that having one extra vacation slot available per Battali	on per
15	shift on Thanksgiving and Christmas is desirable. Therefore, the City agrees to perm	nit one
16	additional fire fighter per Battalion and per shift to schedule vacation time for the sl	hift of,
17	the shift before and the shift after Thanksgiving and Christmas. These slots will	be in
18	addition to those permitted under Section 2 above.	
19	Section 4. Emergency Leave	
20	A. Immediate Family defined.	
21	A fire fighter's immediate family includes the following persons.	
22 23 24	<ol> <li>Parents (biological parents, adoptive parents, or persons in parentis to the fire fighter when the fire fighter was a child);</li> <li>Spouse (husband, wife, or domestic partner);</li> <li>Child (hinteries) adopted for the principal word, or a second for the parentic partner.</li> </ol>	
25 26	<ul> <li>(3) Child (biological, adopted, foster, stepchild, legal ward, or a for whom the fire fighter is a person standing <i>in loco parentis</i></li> </ul>	
27	(4) Sisters or Brothers;	
28	(5) Grandparents;	
29	(6) Grandchildren;	

- (7) Parents and grandparents of a fire fighter's spouse; and
- Any relative living in the same household with a fire fighter. (8)
- 2 3

4

1

#### В. Availability and Amount

5 Emergency Leave is available to be used only for a death in the fire fighter's 6 immediate family. A fire fighter on a 53-hour week is allowed four (4) days [forty-eight 7 (48)] hours of Emergency Leave. A fire fighter on a 40-hour week is allowed three (3) 8 days [twenty-four (24) hours] of Emergency Leave.

9

#### C. Emergency Leave Not Subtracted from Other Leave

10 A fire fighter's leave balances will not be reduced by usage of Emergency Leave.

### 11 Section 5. Catastrophic Leave

12 The Joint Committee shall establish a procedure whereby sick leave may be donated and used. The Association shall track utilization of the donated sick leave. 13 The Joint 14 Committee will establish criteria for the donation and use of hours for the identified need. 15 Included in the criteria will be a one-hour minimum donation and a specified beginning and 16 ending date for the donation period. This procedure shall be subject to final approval by the 17 Fire Chief before it is implemented. All requests for use of donated sick leave will be 18 subject to approval of the Executive Team.

19

### Section 6. Military Leaves of Absence

20 Military leave for annual duty in the military reserves or national guard will be 21 granted in accordance with Local Government Code Section 143.072. A leave of absence 22 for initial military training or a recall to active military duty will be granted in accordance 23 with Local Government Code Section 143.072. Notwithstanding any provision of Section

143.072 of the Local Government Code, neither military leave nor military leave of absence
 require approval of the Civil Service Commission.

3

# Section 7. Leave Accruals for Certain Fire Fighters on Forty Hour Workweek

A. Calculation of Leave Time. Those fire fighters who work a forty hour
workweek and those who volunteer to work four 10-hour days per workweek, shall have
their leave accruals calculated as follows: Leave shall be accrued on the basis of an eight (8)
hour day rate. Leave must be used on an hour-per-hour basis.

8 B. Agreement as to Claims. The parties agree that no fire lighter who presently is, 9 or who has been, scheduled to work four 10-hour days per week shall have a valid claim or 10 lawsuit based on the accrual or use of leave time in the past. This Agreement extinguishes 11 any and all such claims. The parties further agree that the Association will not bring or 12 sponsor any claims or lawsuits based on the accrual or use of leave time in the past for any 13 fire fighter who presently is, or who has been, scheduled to work four 10-hour days per 14 week.

Article	13

Personnel Deployment

2

1

### 3 Section 1. Trading Assignments.

Two fire fighters of the same rank may trade or 'swap' assignments in 4 5 accordance with this procedure. An agreed swap must have the approval of the 6 appropriate Battalion Chief and the next level supervisor. The swap must be made 7 voluntarily by each fire fighter. No fire fighter may enter into a swap if he/she is high 8 enough on a promotional eligibility list to make his/her promotion from that list likely. 9 There shall be no swaps involving more than two fire fighters. Any manipulation of the 10 swap procedure by any fire fighter or supervisor shall be grounds to disallow the 11 proposed swap.

12 Section 2. Policy on Transfers to Open Assignments.

A. **"Open Assignment" Defined.** For purposes of this Agreement only, an "open assignment" is a Civil Service position of any rank from Fire Fighter through Battalion Chief which has been vacated for any reason, including but not limited to retirement, resignation, termination, promotion, or transfer. New positions authorized by the City Council are also "open assignments."

**B.** Advertisement of Open Assignments. To afford an opportunity for all fire fighters covered by this Agreement to obtain any assignment that becomes available, the Department will advertise all "open assignments" for a minimum period of 10 calendar days. The posting shall take place within 7 calendar days after an assignment is determined to be "open."

23

Method of Advertising. Battalion Chiefs shall advertise open

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C.

assignments by placing a notice of the opening on the Department's computer network. If
 the Fire Chief decides to leave an assignment open, the assignment will remain posted on
 the computer.

4 D. Two-year Stay In Staff and Certain Other Assignments. Fire fighters 5 who promote or transfer to a staff assignment (40 hours/week) or any other assignment 6 for which assignment pay is received (except bilingual pay) shall ordinarily stay in the 7 assignment for a minimum of two years. A Special Operations two-year commitment 8 begins when: (1) the fire fighter begins the departmental, state, or federal certification process to qualify for the assignment; or (2) the fire fighter may be counted towards any 9 10 established required staffing level. A fire fighter who has not begun training for the 11 Special Operations commitment may apply for "open assignments." 12 E. Transfer procedures. The procedures to be followed in transferring fire 13 fighters to "open assignments" are contained in General Order II 19-B. 14 F. No applications for open assignment. If no candidates apply for an open 15 assignment advertised by a Battalion Chief, the Fire Chief may, at his discretion: 16 leave the assignment open; (1)17 (2)fill the assignment with a staff person, if possible:

- (3) fill the assignment by promotion;
  - (4) fill the assignment with a recent academy graduate (if the opening is an assignment in the Fire Fighter rank); or
- 20 21 22

18

19

# (5) till the assignment by transfer.

23 Section 3. Shift Trading Privileges.

A. During the term of this Agreement, the Department shall have a policy providing for the trading of shifts/time among fire fighters. The policy shall provide flexibility for fire fighters to trade shifts/time, provided that the trades do not compromise the integrity of the fire fighting company or the business needs of the Department.

1	<b>B.</b> The City has agreed to facilitate the fire fighters' shift exchanges where
2	the fire fighters do so at their sole option and for their convenience. The City offers fire
3	fighters no incentive, encouragement, benefit, or promise of reward or advantage to fire
4	fighters in connection with providing this option. The City retains the right to make any
5	changes in policies or practices which the City Attorney deems necessary to comply with
6	State and Federal overtime laws and regulations, including but not limited to 29 C.F.R.
7	§§ 553.31 and 553.227, governing the City's involvement, regulation, or approval of fire
8	fighter participation in this voluntary option.
9	Section 4. Discretion of Fire Chief.
10	Nothing in this Article shall be construed as limiting the Fire Chiefs authority to

11 determine personnel assignments.

1	Article 14		
2 3	Safetv		
4 5	Section 1. Building Maintenance		
6	·		
7	A Building Audit Committee (BAC), composed of a Departmental Safety Officer,		
8	an Association representative from the Joint Health and Safety Advisory Committee, and		
9	representatives appointed by the Fire Chief will conduct an annual building audit of all		
10	Department facilities. The BAC shall prepare a report noting all necessary repairs and		
11	maintenance requests. The BAC will advise the Fire Chief of its Building Audit findings.		
12	The Fire Chief will prioritize all building repair and maintenance requests according to		
13	need and the availability of resources, at his discretion. The Fire Chief will publish an		
14	annual report listing all facilities repairs made in the previous year and the priorities for		
15	repairs he has identified for the next two years.		
16	Section 2. Safety Office.		
17	The Department agrees to have a Safety Office, and to the extent possible within		
18	Departmental budget, expand resources available to accomplish its mission.		
19	Section 3. Joint Health and Safety Advisory Committee.		
20	The Joint Health and Safety Advisory Committee (JHSAC) will continue to		
21	operate in the same manner as the Management/Union Safety Committee referred to in		
22	General Order E04. In addition to the duties already assigned in such General Order, the		
23	JHSAC is charged with the following additional tasks:		
24	(a) Write and submit to the Fire Chief safety bulletin updates detailing the		
25	status of ongoing safety projects;		
26	(b) Review and advise the Fire Chief on Departmental safety training; and		

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1	(c)	Review and advise the Fire Chief on safety inspections of the stations
2		conducted by Fire Prevention inspectors using the fire code then in effect
3		for a standard.

# 4 Section 4. Procedures for Joint Health and Safety Advisory Committee.

5 The JHSAC shall meet when either the Fire Chief or the Association requests a 6 meeting. The Executive Staff shall respond in writing within thirty (30) days to JHSAC 7 correspondence; however, a written response will be required only if a quorum of JHSAC 8 members has attended the meeting. A "quorum" is defined as consisting of two-thirds 9 (2/3) of the members appointed by the Association. The Executive Staff's written 10 response to the JHSAC must address the issues presented by the JHSAC.

1	Article 15
2	Fire Cadets
3	Section 1. Status of Fire Cadets
4	Fire Cadets are not entitled to the rights and benefits contained in this Agreement,
5	except for those specifically enumerated in this Article. By including this Article in the
6	Agreement, the City is not conceding that Fire Cadets are covered by Chapter 143, nor is the
7	Association conceding that Fire Cadets are not covered by Chapter 143.
8	Section 2. Vacation and Sick Leave Accruals.
9	A. Accrual Rates. Fire Cadets will earn vacation and sick leave at the rate of one
10	and one-quarter (1.25) days per month during the time they are in Cadet Class.
11	B. Leave Conversion for Fire Cadets. Leave time accrued by Fire Cadets during
12	their Cadet Class will be converted, upon graduation, by applying the standard rate already
13	in use by the Department for converting leave accruals from 40 to the Operations Division
14	work week schedules.
15	Section 3. Benefits for Fire Cadets
16	A. Bilingual Pay. Fire Cadets will be given the opportunity to take a Spanish
17	proficiency examination during their Cadet class. Each Fire Cadet who passes the
18	examination shall be entitled to begin receiving bilingual pay at the first pay period after
19	graduation from the Academy.
20	B. Education/Certification Pay. Fire Cadets who meet the requirements for
21	Education and/or Certification pay will receive Education/Certification pay starting at the
22	beginning of their Cadet class or upon presenting appropriate documentation establishing
23	entitlement to the pay, whichever occurs first.

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### 1 Section 4. Service Credit

2 Upon graduation from the Fire Academy, Fire Cadets will receive seniority and 3 longevity credit for time spent in the Fire Academy, but such credit will not be counted as 4 time in grade for determining eligibility for promotion.

1	Article 16
2	Promotions, Demotions, & Reinstatements
3	Section 1. PROMOTIONS.
4 5	A. Purpose and Objective.
6	The Association, recognizing the City's need for flexibility in the promotion
7	process, hereby agrees to the deviations from Chapter 143 promotion procedures specifically
8	authorized by this Article. Except as allowed by this Article, the City will comply with the
9	promotion procedures specified in Chapter 143, and retains all prerogatives granted to it by the
10	statutory procedures.
11	B. Written Examination.
12 13	Notwithstanding any provisions in Sections 143.032 and 143.033 of Chapter 143,
14	the City shall not be limited to the use of a written examination as the sole basis to rank
15	candidates for promotion to the ranks of Fire Specialist and Lieutenant. Initial ranking of
16	candidates for promotion to Fire Specialist and Lieutenant will be by competitive written
17	examination administered in accordance with Local Government Code Chapter 143. A candidate
18	must score 80% or better on the written exam to be placed on the eligibility list.
19	C. Optional Skills Evaluation for Fire Specialist and Lieutenant Ranks.
20 21	The City may, at its option, re-order promotional candidates on the initial
22	eligibility lists for Fire Specialist and Lieutenant based upon a practical skills evaluation
23	that will count as 50% of the candidate's total grade. Any practical skills evaluation shall
24	be prepared by a competent professional, which may be Department or City of Austin
25	employees, shall be validated for the Austin Fire Department, and shall be designed to
26	achieve a reasonably objective correlation to actual job requirements, skills, knowledge,
27	and aptitude. The process will be conducted by AFD and AFD employees may be used
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1 as proctors. The evaluators who score the candidate's performance will not be AFD fire 2 fighters. Before the practical skills evaluation is recommended to the Fire Chief for use, 3 the Currículum Criteria Committee will meet with the Association President and two 4 members of the Association Executive Board to review the proposed practical skills 5 evaluation and obtain suggestions and comments from the Association representatives. 6 The Association suggestions and comments will be provided by the Committee to the 7 Fire Chief who may, in his discretion, accept or decline the Association's suggestions.

8 The optional skills evaluation for the rank of Lieutenant may be used beginning 9 with the second promotional process to occur after the effective date of this Agreement.

10 If the City intends to use a practical skills evaluation to create a final eligibility 11 list, it must include that information in the promotional exam announcements posted in 12 accordance with Local Government Code 143.029(a) and (b).

13

### D. Unlawful Impact.

14 If any aspect of the written examination or practical skills evaluation results in an 15 unlawful impact as to any group of promotional candidates, the Fire Chief may adjust that aspect 16 in order to achieve compliance with the law. The Association or an affected promotional 17 candidate may file a grievance under Article 20 to challenge the necessity for any adjustment, but 18 the City will bear the burden of proof in any such grievance.

19 20

#### E. Seniority Points.

Fire Specialist and Lieutenant. Notwithstanding the provisions of
 Section 143.033(b), each candidate will have added to his/her composite score one (1)
 additional point for each year of service in the department, up to a maximum of twelve
 (12) additional points. If a practical skills evaluation is not administered, the seniority

points will be added to the candidate's written examination score, if he/she scores 80% or
 better on the written examination.

2. Captain and Battalion Chief. Notwithstanding the provisions of 4 Section 143.033(b), each candidate who passes the written examination will have added 5 to his/her passing score one (1) additional point for each year of service in the 6 department, up to a maximum of twelve (12) additional points.

7 8 F.

### Life of the Eligibility List.

9 Notwithstanding the provisions of Section 143.036, the life of all
10 promotional eligibility lists created during the life of this Agreement will be eighteen (18)
11 months from the date that the list is certified as a final promotional eligibility list.

12 13

### G. Promotions to Division Chief and Assistant Chief.

14 1. Appointment Procedure. Except as indicated in Article 16, Section 15 LII below, promotions to the rank of Division Chief and Assistant Chief will be made by 16 use of the appointment procedure specified in Local Government Code 143.014. Fire 17 fighters appointed to such positions must have all the qualifications specified, and will 81 have all rights and remedies afforded them under that section of the Code. The total 19 number of appointed Division Chief and Assistant Chief positions may not exceed nine 20 (9), but the Fire Chief may allocate the number in each rank as s/he deems appropriate as 21 long as the total does not exceed nine (9). The number of positions in the ranks of 22 Assistant Chief and Division Chief will be subject to approval of the City Council.

23
 2. Shift Commander Assignment. The Fire Department will maintain a
 24 minimum of three (3) Shift Commander assignments which will be filled by a Division

Chief with a minimum of two (2) years experience in Operations in the rank of Battalion
 Chief.

3

### H. Existing Promotional Eligibility Lists.

4 Promotional eligibility lists that exist on the effective date of this 5 Agreement will be used to fill promotional vacancies in the ranks for which they were 6 created until they expire. Thereafter, new eligibility lists for the ranks of Fire Specialist 7 and Lieutenant will be created in accordance with this Article, and Division Chief and 8 Assistant Chief vacancies may be filled using the appointment procedures specified in 9 this Article. Division Chiefs promoted from Civil Service promotional lists may not be 10 demoted involuntarily except in accordance with Local Government Code Section 11 143.054 or this Agreement.

12

### I. "Pipeline Evergreen" Provision.

13 If a written promotional examination has been given prior to the expiration 14 of this Agreement, the promotional process may continue to completion, the expiration of 15 this Agreement notwithstanding, and the resulting eligibility list shall have a life of eighteen 16 (18) months.

#### 17 Section 2. WRITTEN PROMOTIONAL EXAMINATION APPEAL PROCESS

18

#### Application of this Section.

The appeal process specified in this Article applies to appeals by individual candidates regarding the grading of their written promotional examinations. Any challenges to the administration of a written promotional examination shall be made in accordance with the provisions of Chapter 143 of the Texas Local Government Code.

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A.

# B. Appeals Criteria.

2	In appeals from written promotion examinations, criteria will be applied to
3	judge the merits of an appeal. The criteria are established in this Section, but may be
4	modified by the Appeals Criteria Committee ("ACC") as provided in Article 16, Section 2.C
5	below. In judging the merits of an appeal the Employee Review Committee ("ERC")
6	described in Article 16, Section 2.E below shall apply only the criteria listed in this section.
7	If, however, the ACC has modified the criteria, the modified criteria will be used by the
8	ERC. The Civil Service Commission must apply the criteria as well, but may add any other
9	criteria it deems relevant to judge the merits of an appeal. All appeals must be on the form
10	prescribed by the Director of Civil Service and must meet the following criteria for the
11	appeal to be submitted to the Civil Service Commission:
12	1. The form must be completed in the fire fighter's own handwriting,
13	must be legible and must contain the following:
14	(a) Fire fighter's name
15	(b) Name of the exam
16	(c) Question # being appealed (or the entire exam)
17	(d) The reason(s) why the question or exam is being appealed
18	(c) The date.
19	
20	2. The form must be completed so that it challenges a specific question.
21	3. The form must state or list clearly the specific reason(s) for the appeal
22	and must refer only to the approved source material list used to formulate the
23	questions.
24	4. All support materials cited in or attached to the appeal form must come
25	only from the approved source material list.
26	5. Appeals must be based on the following reasons:
27	(a) There is more than one correct answer.
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1		<b>(</b> b)	There are no correct answers.
2		(c)	The question is not clearly stated or there is an error so that
3			the correct answer could not be determined.
4		(d)	The question is not from the listed source material.
5			-
6	6.	The fe	ollowing contains examples of appeals that will not be submitted to
7	the	Civil Servi	ce Commission for its review:
8		(a)	Punctuation marks are missing or incorrect.
9		(b)	The exact wording in the source materials was not used.
10		(c)	Disagreement with the way a question or answer choice is
]]			phrased.
12		(d)	The question is not job relevant. (All materials included on
13			the approved source materials list are deemed job relevant.)
4			
15	C. Ap	peals Crit	teria Committee.
16	1.	Role	of Appeals Criteria Committee. An Appeals Criteria
17	Committee (ACC)	) shall be	appointed to review and modify, as necessary, the criteria for
18	what may be appo	aled to the	e Civil Service Commission following all written promotional
19	examinations. Th	he ACC s	hall review the appeal criteria contained in this Agreement
20	following the first	written ex	amination appeal conducted under this Agreement to determine
21	whether the criter	ia should	be modified. Thereafter, the ACC shall meet to review the
22	criteria prior to cao	ch examina	ation appeal process.
23	2.	Арро	intment of Members. The ACC, composed of seven (7)
24	individuals, shall b	e appointe	d as follows:
25 26	(a)		(3) members appointed by the Association, each having taken st one (1) promotional exam;
27	(b)		(2) members appointed by the Fire Chief, each having taken at
28	(0)		me (1) promotional exam;
28 29	(2)		· ·
29 30	(c) (d)		1) member appointed by the Director of Human Resources; and
31	(d)		(1) member appointed by the Chair of the Civil Service
		Com	nission.
32			

3. Approval of Criteria. A simple majority of the ACC shall approve
 the criteria. The criteria approved by the ACC shall not be appealable to either the Civil
 Service Commission or to the district court.

4

D.

### Appeal Process After Written Examination.

5 1. Appeal. Any fire fighter who has taken a written promotional 6 examination may, within five (5) City of Austin business days of posting of the written 7 promotional examination results, review his/her examination results. In a process 8 established by the Human Resources Department, each candidate who has taken a written 9 promotional examination may have a time period to review his/her examination, write, and 10 submit an appeal. Any appeal must be based on the appeal criteria as provided in this 11 Agreement. Each candidate will receive a copy of the Human Resources Department 12 process at the conclusion of his/her examination.

13 2. Review of Examination. The Human Resources Department will be 14 responsible for providing dates, times, and locations for members to sign up to review their 15 examinations and write and submit an appeal. Each fire fighter will be responsible for 16 signing up for a specific time period to review his/her examination and to write and submit 17 an appeal. The fire fighter will be permitted to stay beyond his/her scheduled time period, if 18 needed, to complete his/her review and to write and submit an appeal. Copies of source 19 materials will be provided for a fire fighter's use during this review period only if the fire 20 fighter specifically requested the materials on the Sign Up form. During the period 21 designated for the fire fighter to review his/her examination and to write and submit an 22 appeal, the fire fighter may bring self-prepared materials such as notes, flash cards, or

1 outlines. The only published materials a fire fighter may bring are the source materials upon 2 which the examination was based. 3 Ε. **Review By Employee Review Committee.** 4 1. Role of ERC. An Employee Review Committee (ERC) will be 5 appointed to screen written examination appeals for the ranks of Fire Fighter through 6 Battalion Chief to the Civil Service Commission, applying the criteria described in Article 7 16, Subsection 2.B.5, to determine if any appeals should be rejected because they do not 8 meet the criteria. 9 2. Appointment of ERC Members. Assuring for diversity to the 10 extent practical and possible, the ERC shall be comprised of five (5) members as follows: 11 For promotional examinations for Specialist rank: (a) 12 (i) Four (4) Specialists or higher rank, two (2) each 13 appointed by the Association and the Fire Chief; and 14 One (1) non-voting member appointed by the Human (ii) Resources Department. 15 16 17 **(b)** For promotional examinations for Lieutenant rank: 18 (i) Four (4) Lieutenants or higher rank, two (2) each 19 appointed by the Association and the Fire Chief; and 20 (ii) One (1) non-voting member appointed by the Human 21 Resources Department. 22 23 (c) For promotional examinations for Captain rank: 24 (i) Four (4) Captains or higher rank, two (2) each 25 appointed by the Association and the Fire Chief; and 26 One (1) non-voting member appointed by the Human (ii) 27 Resources Department. 28 29 (d) For promotional examinations for Battalion Chief rank: 30 (ï) Four (4) Battalion Chiefs or higher rank two (2) each 31 appointed by the Association and the Fire Chief; and

### (ii) One (1) non-voting member appointed by the Human Resources Department.

4 3. Decision on Appeals. Appeals may be denied advancement from 5 the ERC to the Civil Service Commission by a vote of a simple majority of the voting members on the ERC. The ERC will not have any information concerning the identity of 6 7 the person writing the appeal and will not make any statement, assertion, or 8 recommendation regarding the validity of an appeal or subsequent Civil Service 9 Commission action. There will be no state District Court appeal of the ERC's examination 10 appeal determinations or from the Civil Service Commission's written examination appeal 11 decisions, except an appeal alleging the City's failure to validate the written examination, 12 fraud, collusion, or unlawful means. 13 Section 3. PRACTICAL SKILLS EVALUATION APPEALS. 14 15 А. Skills exam appeal process. This appeal process applies to appeals by 16 individual candidates regarding the grading of their optional skills evaluations. The 17 provisions of Article 16, Section 2 shall apply to such appeals, except as follows: 18 1. Statement of complaint. The candidate shall file a detailed 19 description of the complaint. 20 (a) **Bases for appeal.** Only the following reasons shall be valid reasons 21 for appeal: 22 23 failure of the subject matter to be included in the official (i) 24 posting; 25 inaccurate correlation of the testing standard to the published (ii) 26 materials or subject matter; 27 (iii) mathematical errors in scoring; or 28 (iv)inconsistent application of standards in grading the test. 29 30 (b) Supporting materials. Any materials supporting the appeal shall be 31 filed prior to the Employee Review Committee's review, and made 32 available in any final hearing.

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2

2	В.	Remedies.	The Commission may order any reasonable remedy designed to
3	achieve fairne	ss for all appl	licants and avoids the necessity for re-testing if practicable.

4 5 6

1

# Section 4. DEMOTION AND REINSTATEMENT

### A. Demotions due to return from military leave of absence.

Notwithstanding the provisions of Local Government Code Section 143.072,
when a fire fighter returns from a military leave of absence, is reinstated to active duty in the
department and is restored to his/her former position, thus creating a surplus in his/her rank,
the last person promoted to that rank will be demoted and placed on the reinstatement list for
that rank.

12

#### B. Reinstatement List.

13 Any person placed on the reinstatement list (and there shall be only one list for each rank) by 14 virtue of demotion shall remain on the list indefinitely. This section shall apply to all demotions 15 other than voluntary demotions and those made for discipline on civil service charges, which 16 circumstances do not give rise to any right to be placed on a reinstatement list. Persons on the list 17 shall be entitled to reinstatement in the reverse order of demotion. This results in last demoted 18 first reinstated. Reinstatements must occur off of the reinstatement list before any promotions 19 from a promotional eligibility list. Until such reinstatements occur and the reinstatement list is 20 exhausted, there shall be no "vacancy" created for the purpose of any promotional eligibility list.

- 21 D. Promotional eligibility after reinstatement.
- Once reinstated, a fire fighter's eligibility for promotion shall be determined from cumulativetime in rank, rather than continuous time in rank.

С.

#### i Pre-Emption.

2 This section alone shall control any right to reinstatement from a reinstatement list, and all 3 provisions of Chapter 143 are preempted, whether or not expressly inconsistent with this 4 provision.

5 Section 5. VACANCIES.

6 7 8

#### A. Indefinite Suspensions.

9 Notwithstanding any provision in this Article or any provision in Local 10 Government Code Chapter 143, an indefinite suspension of a fire fighter (despite any 11 pending appeal) shall create a vacancy, but shall not expand the size of the classified 12 service. In the event that an indefinite suspension is overturned on appeal, the last person 13 promoted in either instance shall be demoted, with such rights are prescribed in Section D 14 above.

15 16

### B. Extended Absence .

17 Notwithstanding any provision in this Article or any provision in Local 18 Government Code Chapter 143, an absence from duty for more than six (6) months 19 because of illness, injury, authorized leave, or an external internship shall create a 20 vacancy, but shall not expand the size of the classified service. When the fire fighter 21 whose absence created the vacancy returns to active duty, the last person promoted to that 22 rank will be demoted, with such rights as are prescribed in Section D above.

#### 23 Section 6. DUTY TO BARGAIN; MUTUAL OBJECTIVES.

24 The City and the Austin Fire Department contend that Chapter 174 of the Texas 25 Local Government Code does not mandate bargaining or contractual resolution of 26 staffing levels or the Shift Commander assignments in this Article. The parties agree that 27 they have mutual interests in addressing and resolving the promotion and assignment 26 Final 10-27-05 1 issues in this Article, and have chosen to do so in a spirit of cooperation toward the 2 objective of enhancing trust, confidence, and working relationships. Neither the City nor 3 the Association concede or waive any legal positions or rights as to future bargaining 4 cycles by bargaining and reaching agreement on this Article. No rights shall exist under 5 this Agreement as to the number of authorized personnel except as specifically set forth 6 in this Article, and no policy or practice not set forth in this Article shall be contractually 7 required or enforceable under this Agreement as a past practice or standard.

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### Section 7. CONTROLLING ARTICLE/PRE-EMPTION.

10 The Maintenance of Standards language of Article 24, Section 2 is inapplicable to 11 promotions, which shall be governed solely by this Article and Chapter 143 as modified by this 12 Article. Any provisions in Chapter 143 that are inconsistent with any provisions of this Article 13 are expressly modified and pre-empted by this Agreement.

- Article 17
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### Initial Hiring Process

### 4 Section 1. Application of Chapter 143 procedures.

5 The Association, recognizing the City's need for flexibility in the hiring process, 6 hereby agrees to the deviations from Chapter 143 hiring procedures specifically 7 authorized by this Article. Except as allowed by this Article, the City will comply with 8 the hiring procedures specified in Chapter 143, and retains all prerogatives granted to it 9 by the statutory procedures.

### 10 Section 2. Initial Ranking Exam.

11 The City will use a general aptitude test to initially rank all applicants for entry 12 level positions. The purpose of the test is to establish the initial order of applicants. 13 Notwithstanding the requirements of Sections 143.021, 143.024, and 143.025 of Chapter 14 143, the City shall not be limited to the use of a written examination for this purpose, but 15 may use an oral interview board process, instead of, or in addition to, a written examination, as further provided in Section 4, following. Any written exam or oral 16 17 interview board process used to do the initial ranking will be prepared and validated by a competent testing professional, and shall be designed to achieve an objective correlation 18 19 to actual requirements, skills, knowledge, and aptitude necessary to become a 20 professional fire lighter.

### 21 Section 3. Batching of Applicants.

Notwithstanding any provision of Chapter 143, the City will be entitled to process
 groups or "batches" of applicants at any point in the process after the initial ranking in
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order to effectively use its resources and manage the logistics of the hiring process. If the
 City processes applicants through the remainder of the entry level selection process
 in batches, each batch processed will be taken consecutively from the top of the list
 created as a result of the initial ranking of candidates.

### 5 Section 4. Oral Interview Board.

6 If a written aptitude test is utilized to do the initial ranking of entry level 7 applicants, the City may use an oral interview board process to determine the final 8 ranking of entry level applicants, with or without taking into account the initial exam 9 scores. This may be done before or after "batching" of applicants. Any oral interview 10 board process used for this purpose will be prepared and validated by a competent testing 11 professional, and shall be designed to achieve an objective correlation to actual 12 requirements, skills, knowledge, and aptitude necessary for the job of a professional fire 13 fighter.

#### 14 Section 5. Use of CPAT or Similar Physical Ability Test.

No entry level candidate will be selected for an entry level position without first
taking and passing the Candidate Physical Ability Test (CPAT), its successor, or a similar
physical ability test.

#### 18 Section 6. Addition of Military Points.

19 Notwithstanding Section 143.025(f) of Chapter 143, the number of points added 20 to the ranking grade of an applicant who served in the United States armed forces and 21 received an honorable discharge shall be limited to three (3) points. Military points may 22 be added, at the City's option, to the passing scores of the applicants at the time of the

1 initial ranking test, or may be added after completion of the subsequent oral interview

2 board process, if any.

3 Section 7. Addition of Bilingual Translation Points.

A. One (1) point will be added to the ranking grade of each applicant who is
certified, according to the procedures adopted by the Fire Chief, as bilingual in any one
of the following languages:

- 7 (1)Spanish; (2) 8 French/Haitian; 9 Asian (Vietnamese, Cantonese, Thai, Korean, Japanese, and (3) 10 Malavsian); 11 (4) American Sign Language; or 12 German. (5) 13 14 В. The additional point may be added, at the City's option, to the passing 15 scores of the applicants at the time of the initial ranking test, or may be added after 16 completion of the subsequent oral interview board process, if any. 17 C. If the addition of the point for Bilingual Translation creates an unlawful 18 impact against any group of applicants, the City may eliminate the use of the additional 19 point. The Association may file a grievance under Article 20 to challenge the necessity 20 for any adjustment, but the City will bear the burden of proof in any such grievance. 21 Section 8. Life of Eligibility List. 22 Notwithstanding Section 143.025(h), the life of an eligibility list shall be one year 23 from the date that the list is certified by the Commission as the final eligibility list. The 24 list will be certified as final by the Commission before any selections are made from the 25 list.
- 20 11.50.
- 26 Section 9. "Pipeline Evergreen" Provision.

1 If, at the time this Agreement expires, there is no current hiring eligibility list in 2 effect and the Department has completed the General Aptitude Test before expiration of 3 this Agreement, the remainder of the hiring process may continue for one Academy class, notwithstanding the expiration of this Agreement. 4 5 Section 10. Cadet Training. 6 A. An applicant selected from the final eligibility list must pass the Department's 7 training standards in effect for the Cadet Training Class for which the applicant will 8 graduate. The standards for each class will be formally established by the Fire Chief, in 9 writing prior to the beginning of each class. The standards will establish: 10 academic and performance criteria no less stringent than those for Class 1. 11 108: 12 2. minimum passing scores not less than 70%; 13 a number of re-tests on announced written tests not to exceed two (2) and 3. one (1) re-test for each announced skill evaluation; and 14 15 the role of the cadet oversight committee. 4. 16 17 B. This article does not prevent the implementation of any criteria required by 18 law, regulation, or industry standard such as the Texas Commission on Fire Protection, 19 Texas Department of Health, American Heart Association, the Office of the Medical 20 Director or the National Registry of Emergency Medical Technicians. Once established 21 and published, the training standards will be enforced as written. However, the Chief 22 may empanel a Chiel's Review Committee to resolve any disputes regarding whether the 23 standards were appropriately applied. The Association will be entitled to have a non-24 participating observer attend all Chief's Review Board meetings. 25 C. This Article shall not affect the Chief's existing authority to make determinations about cadets on issues of attendance, discipline, personality, suitability or 26

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other such matters not covered by the performance and academic standards established
 for each cadet class.

- 3 D. This Article shall not affect the Chief's authority to make any determination
  4 concerning the continued employment of probationary fire fighters.
- 5 E. No grievance or other remedy shall apply in the event of termination of a cadet 6 by the Fire Chief. This agreement does not create any rights in continued employment 7 for cadets, as third party beneficiaries or otherwise.
- 8 Section 11. Indemnification.
- 9 To the extent allowed by law, the City shall indemnify the Association and hold it 10 harmless against any and all claims, demands, suits, or other forms of liability that may 11 arise out of, or by reason of, any actions taken in compliance with this Article.

1	Article 18
2	Disciplinary Actions
3	Section 1. Alternative Discipline.
4	The Fire Chief shall have the authority to impose alternative disciplinary actions or
5	enter into alternative discipline agreements under this Article when the Fire Chief
6	determines that the use of alternative discipline is in the best interest of the Fire Department.
7	Nothing in this Article shall diminish or otherwise affect the Fire Chief's authority to take
8	other disciplinary actions under Chapter 143.
9	Section 2. Alternative Discipline by Fire Chief.
10	In considering appropriate disciplinary action, the Fire Chief may require that a fire
11	fighter be evaluated by a qualified professional designated by the Fire Chief. If that
12	professional recommends a program of counseling and/or rehabilitation for the fire fighter,
13	the Fire Chief may, as an alternative to temporary or indefinite suspension, or in
14	combination with a temporary suspension, require that the fire fighter successfully complete
15	the recommended program. The program of counseling and/or rehabilitation will be
16	completed on the fire fighter's own time, unless the Fire Chief approves the use of vacation
17	time. The fire fighter shall be responsible for paying all costs of the program of counseling
18	and/or rehabilitation which are not covered by the fire fighter's health insurance plan. If the
19	fire fighter's misconduct involves alcohol and/or drug related behavior, the Fire Chief may
20	require that the fire fighter submit to mandatory alcohol and/or drug testing, upon order by
21	the Fire Chief, for a specified period of time. If, after entering the program of counseling
22	and/or rehabilitation, the fire fighter fails or refuses to complete the program, the fire fighter
23	may be indefinitely suspended. The fire fighter has the right to appeal to the Civil Service

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۱ Commission or to a third-party hearing examiner any discipline imposed under this Section 2 by filing an appeal notice in accordance with the provisions of Chapter 143. On appeal, the 3 Civil Service Commission or hearing examiner shall have the same duties and powers set 4 forth in Chapter 143, but shall not have the power to substitute a program of counseling 5 and/or rehabilitation different than the program imposed by the Fire Chief or to substitute 6 any period of suspension for the required program of counseling and/or rehabilitation.

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Section 3. Alternative Discipline by Agreement.

8 In considering appropriate disciplinary action, the Fire Chief may require that a fire 9 fighter be evaluated by a qualified professional designated by the Fire Chief. If that 10 professional recommends a program of counseling and/or rehabilitation for the fire lighter, 11 the Fire Chief may offer the fire fighter the opportunity to enter into an alternative 12 disciplinary agreement under which the fire fighter would accept a temporary suspension of 13 up to ninety (90) days and agree to successfully complete the program of counseling and/or 14 rchabilitation recommended by the qualified professional designated by the Fire Chief. The 15 program of counseling and/or rehabilitation will be completed on the fire fighter's own time, 16 unless the Fire Chief approves the use of vacation time. The fire fighter shall be responsible 17 for paving all costs of the program of counseling and/or rehabilitation which are not covered 18 by the fire fighter's health insurance plan. If the fire fighter's misconduct involves alcohol 19 and/or drug-related behavior, the Fire Chief may require that the fire fighter submit to 20 mandatory alcohol and/or drug testing, upon order by the Fire Chief, for a specified period 21 of time. If the fire fighter accepts the opportunity for agreed alternative discipline, the fire 22 fighter may not appeal any terms of the agreement. If the fire fighter fails to successfully

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1 complete the program of counseling and/or rehabilitation, the fire fighter may be indefinitely

2 suspended without right of appeal.

3 Section 4. Last Chance Probation Agreement.

4 In considering appropriate disciplinary action, the Fire Chief may require that a fire 5 fighter be evaluated by a qualified professional designated by the Fire Chief. If that professional recommends a program of counseling and/or rehabilitation for the fire fighter, 6 7 the Fire Chief may offer the fire fighter, as an alternative to indefinite suspension, the 8 opportunity to enter into a "Last Chance Probation" agreement. The agreement may include 9 the following provisions in addition to any other provisions agreed upon by the fire fighter and the Fire Chief. 10 11 (a) The fire fighter will successfully complete the program of counseling and/or 12 rehabilitation recommended by the gualified professional designated by the Fire 13 Chief. 14 15 (b) The program of counseling and/or rehabilitation will be completed on the fire fighter's own time, unless the Fire Chief approves the use of vacation time. The fire 16 17 fighter shall be responsible for paying all costs of the program of counseling and/or 18 rehabilitation which are not covered by the fire fighter's health insurance plan. 19 20 (c) The fire fighter will agree to a probationary period not to exceed one year, with 21 the additional requirement that if, during the probationary period, the fire fighter 22 commits the same or a similar act of misconduct, the fire fighter will be indefinitely 23 suspended without right of appeal. 24 25 If the fire fighter's misconduct involves alcohol and/or drug-related behavior, the 26 Fire Chief may require that the fire fighter submit to mandatory alcohol and/or drug testing, 27 upon order by the Fire Chief, for a specified period of time. If the fire fighter accepts the 28 opportunity for a "Last Chance Probation" agreement, the fire fighter may not appeal any 29 terms of the agreement. If the fire fighter fails to successfully complete the agreed program, the fire fighter may be indefinitely suspended without right of appeal. 30

### 1 Section 5, Publishing Notice of Discipline.

The Fire Chief must publish and circulate within the Department a communication which informs fire fighters of disciplinary suspensions imposed by the Fire Chief or disciplinary suspensions agreed to by the Fire Chief and a fire fighter. The communication may include the fire fighter's rank; each policy or rule which was violated; any extenuating or mitigating circumstances; a brief factual description if the policy or rule violation is not self-explanatory; and the discipline imposed or agreed to by the fire fighter. The communication shall not identify the fire fighter by name.

### 9 Section 6. Transfers Related to Discipline.

The Fire Chief retains all right and authority to direct the assignment or placement of fire fighters. If any fire fighter is transferred in relation to a disciplinary action, the Fire Chief shall make every attempt to place the transferred fire fighter in a vacant assignment. If a fire fighter, other than the fire fighter being disciplined, is displaced because of a transfer related to discipline, the Fire Chief will make every attempt to help the displaced individual move to a more desirable location, which may not necessarily be the location from which the disciplined fire fighter was moved.

17 Section 7. Non-disciplinary corrective action.

Verbal counseling and written reprimands are not discipline, and are not subject to grievances or appeals as to the substance of the decisions made. A contract grievance may be pursued for violations of the process set forth in this section. Verbal counseling shall be included in the company journal. Written reprimands shall be initiated on a form which provides space for the fire fighter to respond and include his or her version of the event in dispute, which shall be completed and filed within 72 hours following delivery of the

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proposed written reprimand. That form shall be submitted by the initiating supervisor 1 2 through the chain of command for review and action. There shall be no other requirement for advance notice of any proposed action. The form shall recite any instances of prior 3 4 counseling or action, or if there are none, shall state the specific reasons justifying the 5 present action without prior progressive corrective action. Written reprimands shall be 6 initiated by the fire fighter's immediate supervisor. The "immediate supervisor" is the one 7 who had immediate supervisory responsibility over the fire fighter at the time of the 8 incident. If a higher ranking department officer witnesses the violation, that officer may 9 direct the supervisor to initiate a written reprimand after discussing the incident with the 10 supervisor. Verbal counseling by an officer other than the immediate supervisor shall be in 11 the supervisor's presence. A written reprimand shall not be used or relied upon in 12 connection with any future corrective action or discipline after 12 months from the date of 13 its approval.

1	Article 19
2	Use of Non-Civil Service Employees
3	Section 1. Goals and Objectives.
4	The parties acknowledge that they share the interest of utilizing non-Civil Service
5	employees in a manner which best accomplishes the goals and objectives of the Department
6	while preserving job security for Civil Service employees. To fulfill this interest, the parties
7	agree that this Article shall apply to the duties set out herein.
8	Section 2. Fire Prevention.
9	Fire prevention duties shall be performed by Civil Service employees, except that
10	degreed engineers who are non-Civil Service employees may be assigned fire prevention
11	duties.
12	Section 3. Fire Communications.
13	Fire communications duties will be performed by Civil Service employees, except
14	that the three (3) dispatch positions currently filled by non-Civil Service employees will be
15	converted to Civil Service positions through attrition. No additional dispatch positions will
16	be filled by non-Civil Service employees.
17	Section 4. Fire Photography.
18	Fire photography duties will be performed as follows: Non-Civil Service positions
19	may be designated by a title such as "video tv production coordinator." Any such positions
20	shall be in addition to the Civil Service positions currently assigned to Fire Photography.
21	Section 5. Fire Administration.
22	Fire administration duties may be performed by non-Civil Service employees.

### 1 Section 6. Public Relations Director.

2 The position of Public Relations Director will be a non-Civil Service position which may retain all of the duties and responsibilities of the previous Public Information Officer. 3 4 The Fire Chief shall adopt a standard procedure which calls for the use of Civil Service 5 employees as public information officers for on-camera interviews and/or comments at fire 6 or emergency seenes. The parties specifically agree, however, that no grievances or other 7 claims may be filed by any Civil Service employee if any reporter or camera operator 8 inadvertently speaks with and/or photographs a non-Civil Service employee at a fire or ŋ emergency scene.

10 Section 7. Intent. The parties agree that current job duties or functions now being 11 performed by non-Civil Service employees may continue during this agreement except as 12 specifically modified in this article. However, the Department does not intend to use non-13 Civil Service employees to perform duties which would not be permitted under Chapter 143, 14 except as provided in this Article.

Article 20

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### Grievance Process

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Section 1. Nature of Contract Grievances.

4 This grievance procedure provides the exclusive method for resolving disputes 5 between fire fighters and/or the Association, and the City concerning the interpretation, 6 application and/or enforcement of this Agreement. Fire fighter grievances concerning 7 employment matters not related to this Agreement are not subject to this procedure. A 8 fire fighter may use the Department's general grievance procedure for resolution of non-9 contract grievances. Suspension, demotion and discharge decisions must be appealed in 10 the manner described in TEXAS LOCAL GOVERNMENT CODE Chapter 143. They 11 may not be grieved under this procedure.

12 Section 2. Initiating Contract Grievances.

13 A. Fire Fighter Grievances. A fire fighter may initiate a contract grievance by filing the grievance in writing with the Professional Standards Officer. The written 14 15 grievance must state briefly the nature of the problem, the specific contract provision(s) 16 allegedly violated, and the requested remedy.

17 B. Association Grievances. The Association may initiate a contract grievance 18 on its own behalf or on behalf of affected fire fighters. The Association may initiate a 19 contract grievance by filing the grievance in writing with the Fire Chief's office. The 20 written grievance must state briefly the nature of the problem, the specific contract 21 provision(s) allegedly violated, and the requested remedy.

22 C. City Grievances. The City may initiate a contract grievance by filing the 23 grievance in writing with the Association President. The written grievance must state

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1 briefly the nature of the problem, the specific contract provision(s) allegedly violated, and

2 the requested remedy.

3 Section 3. Time Limit for Filing Contract Grievances.

A fire fighter, the Association, or the City must file the grievance within 30 days
of the date they actually become aware, or through reasonable diligence, should have
become aware, of the alleged violation of the Agreement.

7 Section 4. Processing Fire Fighter Contract Grievances.

8 A. Step 1 grievance meeting. The Professional Standards Officer will identify 9 the appropriate supervisor(s) to act as the City's Step 1 grievance representative, and will 10 arrange a Step 1 grievance meeting between the fire fighter, his/her Association 11 representative, and the City Representative. The Step 1 meeting must take place within 12 15 calendar days of the date the written grievance is filed. The City Representative will 13 provide a written Step 1 decision to the fire fighter or his/her Association representative 14 within 10 calendar days of the Step 1 meeting. Note: if the Fire Chief's office is the 15 lowest supervisory level with authority to provide the remedy requested, the Fire Chief's 16 response will be treated as a Step 2 grievance response and the parties may proceed 17 directly to arbitration through the procedure described below.

**B.** Step 2 grievance meeting. If dissatisfied with the Step 1 response, the fire fighter or his/her Association representative may request a Step 2 meeting by filing a written request with the Fire Chief's office within 7 calendar days of the fire fighter's receipt of the Step 1 response. The Fire Chief or his/her designated representative will conduct the Step 2 meeting within 15 calendar days of the date the Step 2 request is received in the Fire Chief's office. A written Step 2 decision on the grievance must be

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provided to the fire fighter or his/her Association representative within 10 calendar days
 of the meeting.

3 C. Arbitration. If the fire fighter and/or Association is dissatisfied with the Step 4 2 grievance decision, the Association may request that the grievance be arbitrated by 5 filing a written arbitration request with the Fire Chief's office within 15 calendar days of 6 the date the Step 2 decision is received by the Association.

7 Where the Association invokes arbitration, representatives of the Association 8 President and the Fire Chief will meet by phone or in person within 7 calendar days to 9 select a mutually agreed arbitrator. If the parties are unable to agree on an arbitrator, the 10 Fire Chief's office or the Association may request a panel of 7 names from the American 11 Arbitration Association or the Federal Mediation & Conciliation Service. 12 Representatives of the Fire Chief and Association will meet within 7 calendar days of 13 receipt of the arbitrator's list by either to select an arbitrator by alternately striking 14 names. If either party fails to participate after two opportunities in the selection of an 15 arbitrator, the other party may strike three names on the list and return it to the AAA. 16 with a copy to the opposing party sent by facsimile and by certified mail. In the event 17 that either party fails to strike the list, the selection of the Arbitrator shall proceed under 18 the AAA Labor Arbitration Rules.

The arbitrator thus selected will be notified and a hearing date(s) requested. If the arbitrator is unable to provide a date for hearing within 3 months of his/her selection, either party may request selection of another arbitrator by the same means. The arbitrator will provide a written decision as expeditiously as possible after conducting the hearing. The arbitrator shall consider and decide only the issue(s) in the original grievance or

1 submitted in writing by agreement of the parties. The parties specifically agree that the 2 arbitrator's authority shall be strictly limited to interpreting and applying the explicit 3 provisions of this Agreement. The arbitrator shall not have authority to modify the 4 agreement or create additional provisions not included in the Agreement. The parties agree 5 that neither the City nor the Association shall have ex parte communications with the 6 arbitrator concerning any matter involved in the Grievance submitted to the arbitrator. Each 7 party shall be responsible for its own expenses in preparing for and representing itself at 8 arbitration, but the fees of the arbitrator shall be borne equally by the parties. The written 9 decision of the arbitrator shall be final and binding on both parties but shall not create a 10 basis for retroactive adjustment in any other case and shall not be appealable. The arbitrator 11 will have full authority to provide an adequate remedy if, in the arbitrator's opinion, such 12 is necessary.

#### 13 Section 5. Processing Association/City Contract Grievances.

A meeting will be conducted between representatives of the Association President and the Fire Chief within 15 calendar days of receipt of an Association or City grievance. A written decision will be provided by the Association President or Fire Chief within 15 calendar days of the meeting. If dissatisfied, the grieving party may invoke arbitration within 15 calendar days after the other party's written decision is received. Arbitration will be conducted in the same manner described in § 4 above.

### 20 Section 6. Association Representation at Grievances.

21 A fire fighter is entitled, but not required, to have an Association representative at 22 all steps of the grievance/arbitration, provided that no fire fighter has a right to counsel at 23 any stage prior to arbitration. Where the fire fighter elects Association representation,

delivery of required notices and grievance decisions will be to the Association with a
 copy to the fire fighter, and the Association's receipt of notices/decisions will be used to
 determine time limits for further needed action.

4 If the fire fighter elects not to be represented in the grievance process, the 5 Association will receive a copy of all notices/decisions provided to the fire fighter and is 6 entitled to have a representative attend all grievance meetings. The fire fighter's receipt 7 of notices/decisions will be used to determine time limits for further needed action. Only 8 the Association may decide to arbitrate a fire fighter contract grievance.

9 Section 7. Effect of missing time limits.

10 If the City's representatives fail to take required action to process a grievance, the 11 fire fighter or Association may, but is not required, to move the grievance to the next 12 level.

13 If the fire fighter or Association fails to adhere to the deadlines for advancing the 14 grievance to the next level, the last grievance decision received will be considered final. 15 This provision shall not apply in rare instances of excusable delay based on unforeseen 16 circumstances or events; no delay based on negligence, oversight or inattention shall be 17 excused.

If any deadline falls on a Saturday, Sunday, or other date when the Chief's officeis closed, the due date shall be the following date when the office is open.

20 Any timeline or deadline provided in this article may be extended by mutual 21 written agreement of the parties involved at the particular step of the process where the 22 timeline applies.

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## 1 Section 8. Effect of Contract Expiration on Existing Contract Grievances.

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2 Notwithstanding any other provision of this Agreement, the Agreement's 3 expiration during the pendency of a contract grievance will not preclude processing of the 4 grievance, although relief granted, if any, will be limited to the period during which the 5 Agreement was in effect.

ł	Article 21
2	Personnel Development Evaluations
3	The parties have agreed that Personnel Development Evaluations/PDE's (the current
4	version of efficiency reports in the AFD) shall be conducted annually, notwithstanding
5	Local Government Code Section 143.082 or Commission rules. No information on
6	discipline or reprimands shall be included on the efficiency report/PDE.

1	Article 22
2	Health Insurance/PEHP
3	Section 1. Ilealth Insurance.
4	The City will continue to provide health insurance for fire fighters and their
5	families during the term of this Agreement. The health insurance may be provided in
6	accordance with the City's health insurance program, as approved by City Council.
7	Section 2. Post Employment Health Plan.
8	The City agrees to include fire fighters in any Post Employment Health Plan
9	(PEHP) established for any of the City's employees, either public safety or non-public
10	safety, during the term of this Agreement.
11 12	

1	Article 23
2	Pre-emption of Civil Service and Other Provisions
3	To the extent allowed by law, the provisions of this Agreement shall supersede
4	the provisions of any statute, executive order, local ordinance, or rule with which they
5	specifically conflict. Examples of statutes, ordinances, and rules which may be pre-
6	empted by this Agreement include, without limitation, Civil Service statutes, City
7	ordinances, Civil Service Rules, and Department policies and procedures.
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### Article 24

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### Entire Agreement & Maintenance of Standards

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## 3 Section 1. Entire Agreement.

4 The parties acknowledge that during the negotiations which resulted in this 5 Agreement, each had the unlimited right and opportunity to raise issues and make 6 proposals with respect to any subject or matter which is a mandatory subject of the 7 collective bargaining process, and that the understandings and agreements arrived at by 8 the parties after the exercise of that right and opportunity are set forth in this Agreement. 9 Therefore, the City and the Association, for the duration of this Agreement, each 10 voluntarily and unqualifiedly waive the right, and each agrees that the other shall not be 11 obligated, to bargain with respect to any subject or matter referred to, or covered in this 12 Agreement, or with respect to any subject or matter referred to, or covered in this 13 Agreement, or with respect to any subject or matter not specifically referred to or covered 14 in this Agreement, even though such subjects or matters may not have been within the 15 knowledge or contemplation of either or both of the parties at the time they negotiated or 16 signed this Agreement. This Agreement may be amended during its term by the parties 17 only by written inutual agreement ratified in accordance with the provisions of Chapter 18 174.

### 19 Section 2. Maintenance of Standards.

A. Subject to Subsection B below, all economic benefits, privileges, and working conditions which are properly and lawfully in effect in the Austin Fire Department as to matters subject to mandatory bargaining under Local Government Code Chapter 174, and enjoyed by the fire fighters of the bargaining unit as of the effective

date of this Agreement, but which are not included in this Agreement, shall remain
 unchanged for the duration of this Agreement.

B. Department management may change those benefits, privileges, and working conditions which it determines, in accordance with this subsection, to interfere with the operation of the Department. Any such changes must be made in good faith, must be consistent with the spirit and intent of the relevant provision or practice, must be reasonable and not discriminatory, must be reasonably related to the safe and orderly operation of the Fire Department, and must not conflict with any state or federal law, governmental regulation, or provision of this Agreement.

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2	Savings Clause
3	If any provision of this Agreement is subsequently declared by legislative or
4	judicial authority to be unlawful, unenforceable, or contrary to applicable statutes, all
5	other provisions of this Agreement shall remain in full force and effect for the duration of
6	this Agreement, and the parties shall meet as soon as possible to agree on a substitute
7	provision. However, if the parties are unable to agree within thirty (30) days following
8	commencement of the initial meeting, then the matter shall be postponed until collective
9	bargaining negotiations are resumed.
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#### Article 26

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#### Notices

Section 1. Association Notices. Notices the Association is required to provide
to the City under this Agreement or Chapter 174, unless specifically noted otherwise, will
be provided in writing to the Fire Chief's office and the designated representative of the
City Attorney's Office.

Section 2. City Notices. Notices the City is required to provide to the
Association under this Agreement or Chapter 174, unless specifically noted otherwise,
will be provided in writing to the Association President's office and the Association's
designated attorney.

Section 3. Designation of Notice Recipients. Within 7 days after the effective
 date of this Agreement, both parties will provide the other written notice of the correct
 mailing and e-mail addresses of its designated recipients.

Section 4. Timeliness of Mail Notice. A notice provided by mail will be deemed timely if addressed to the two correct mailing addresses for the City or the Association and postmarked no later than the date such notice is due.

17 Section 5. Adequacy of Email Notice. Use of email communications under this 18 paragraph shall be preceded by confirmed exchanges at the outset of the agreement, from 19 the sending to receiving servers, prior to using the email option for notices under this 20 section. Any system change by either party which would modify IT protocols, filters, or 21 other technical configurations shall require a confirmed exchange again. A notice sent by 22 e-mail will be deemed timely if addressed to the two correct e-mail addresses for the City 23 or the Association and sent by 11:59 p.m. on the due date.

- 1 Section 6. Notice of Address Changes. Notice of any changes of address or e-
- 2 mail address must be provided in writing to the other party within 7 days of the change.

۱	Article 27
2	Termination of Agreement
3	Section 1. Term of Agreement.
4	This Agreement shall be effective as of the date it is ratified by the City Council,
5	except as to any provisions herein specifically made retroactive. It shall remain in full force
6	and effect until the 30th day of September, 2008.
7	Section 2. Notice and Renegotiation.
8	If either the City or the Association desires to engage in negotiation for a successor
9	Agreement, then either or both shall give the other party written notice of its desire to
10	negotiate for a new Agreement no less than 120 days before the expiration of the present
11	Agreement. In the event that notice of intent to renegotiate is given by either party, the
12	parties will begin negotiations for a new Agreement not later than 60 days after notice is
13	given, unless the parties agree otherwise.
14	Section 3. Funding Obligations.
15	The City presently intends to continue this Agreement each fiscal year through its
16	term, to pay all payments due, and to fully and promptly perform all of the obligations of the
17	City under this Agreement. All obligations of the City shall be paid only out of current
18	revenues or any other funds lawfully available therefore and appropriated for such purpose
19	by the City Council, in compliance with the Texas Constitution, Article 11, Sections 5 and
20	7.

# IN WITNESS WHEREOF, THE PARTIES HAVE CAUSED TO HAVE THIS AGREEMENT TO BE SIGNED BY THEIR DULY AUTHORIZED REPRESENTATIVES ON THIS THE \_\_\_\_ DAY OF \_\_\_\_\_, 2005.

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5		
6	City of Austin	Austin Association of
7	Austin Fire Department	Professional Fire Fighters
8		
9	By:	By:
10	Toby Hammett Futrell	Mike Martinez
11	City Manager	President
12		

### City of Austin Fire Pay Schedule Effective 01/08/06

•	GRADE		8	C		Ê	F.	G	Н		- J	~		
	PAYSTEP YEAR	A 10 BASE	20 1	30 2	40 3	50 4	60 5	70 6	80 7	90 8	100 9	K 110 10	L 120 11	M - 130 · 12
FIREFICHTER	HR	19,444	21 154	22.974	25,096	25   19	25 '42	26 4 15	26 438	26 46*	27 799	27 822	27 845	29 246
14050	M/ 2	3 970	3,667	3 982	4,35.0	4 354	4 154	4 579	4 583	4 567	4,418	4,822	4 9.26	9,059
F02	<i>(2</i>	40 443	44,000	47,787	82,109	52.247	52,265	54 944	54,992	55 040	57 822	57 870	57 918	60,831
FIRE SPECIALIST	Ho			24 609	27,098	27 121	27.144	28.517	28 641	28 564	30 006	30 629	30 052	51 583
14025	99.			4,300	4,6:27	4,70*	4 705	4 643	4 947	4 951	5,201	5 205	5 205	5 47
F(6	<i>π</i> .			51,602	5€ 364	66,412	56,4 <b>5</b> 0	52,316	59 364	50 412	€2,4*3	G2 46°	ož 506	65,652
FIRE URUTENANT	ЧР					29 263	29 303	30 758	30 81 1	30 834	32 390	324-3	32,436	34 068
14020	CN:					5 376	5 080	5 337	5 341	5 345	5 814	8	5 622	5 905
-:6	Ŷ'n					85,900	69,967	64 0 39	64,087	24 515	67,271	67,419	57 467	70,858
FRECZETAN	HR.							33 240	33 265	33 286	34 865	34 588	35 611	36.769
13050	MO.							5 761	5 765	5 7 70	(061	54 900 6 065	6.069	5 373
н. Н. Д.	чг <i>у</i> ү-							06,130	59 187	39 235	72,726	72 774	72 822	/6 480
										55 20.7	1,720		12 022	.0.440
F REBAILADON CHELT	HR									36 265	38 093	38 116	38 .3¥	40.654
13965	<b>V</b> 0									6 285	6 6 3 3	6 607	0,611	6,943
- 10	мŀ,									75,45	'O 232	79,281	/9,320	53,312
TIVE OVISION CHIEF	HR									39 151	41 124	41 147	41 170	43 235
*4015	MÛ									6 797	7 128	7 132	7,136	7 494
P 1'	YP.									81 435	Ph 1:37	85.585	65,633	N9 930
E RE ASSISTANT CHIEF	I;R													
:0935	MO													
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NOTES.				ATESARE				1ATISTIC/		ING				
							0.02 10 0	in inchio						
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	GRADE	N	0	P	Q.	R	S 190	T	U 340	V	W	X	Y	Z
	GRADE PAYSTEP YEAR	N 140 13	0 450 14	P 160 15	Q 170 16	R 180. 17	S 190 18	T ,200 19	U 210 20	V · 220 21	Ŵ -230 22	X 240 23	Y 250 24	Z 260 25
	PAYSTEP	140	450	160	170 .	180	190	,200	210	· 220	.230	240	250	260
	PAYSTEP	140 13	450 14	160 15	170 16	180. 17	190 18	_200 19	210 20	· 220 21	-230 22	240 23	250 24	260 - 25
FIREFWARTER	PAYSTEP YEAR HR	140 13 29 26P	450 14 29 292	160 15 30 765	170 16 30.789	180. 17 30 812	190- 18 32 354	200 19 32,377	210 20 37 400	220 21 34 020	-230 22 34 043	240 23 34 066	<b>250</b> <b>24</b> 34.089	260 - 25 34 112
FIREFIGHTER	PAYSTEP YEAR HR MO	140 13 29 269 5,073	<b>150</b> <b>14</b> 29 292 5,077	160 15 30 765 5 333	170 16 30.789 5.337	180. 17 30 812 5 341	190 18 52 354 5,608	200 19 32,377 5 612	210 20 32 400 5 616	- 220 21 34 020 5 897	230 22 34 043 5,901	240 23 34 (166 5,905	250 24 34.089 5.909	260- 25 34 112 5,913
FIREFI'SHTER 14050 F02	PAYSTEP YEAR HR MO YR	140 13 29 26P 5,073 60,879 31 560	<b>450</b> <b>14</b> 29 292 5,077 60 927	160 15 30 765 5 333 33,992	170 16 30.789 5.337 64 C40	180. 17 30 812 5 341 64,068	190 18 32 354 5,608 67,296	200 19 32,377 5.612 67.514	210 20 32 400 5 616 67 .692	220 21 34 020 5 897 70 752	-230 22 34 043 5,901 70,816	240 23 34 066 5,905 70 806	250 24 34.089 5 909 10 905	260- 25 34 112 5,913 70 954
FIREFIGHTER 14950 F02 FIRE SPECIALIST	PAYSTEP YEAR HR MO YR HR	140 13 29 269 5,073 60,879	<b>450</b> <b>14</b> 29 292 5,077 60 927 31 609	160 15 30 765 5 333 33,992 33 199	170 16 30.789 5.337 64 C40 33.222	180 17 30 812 5 341 64,068 33 245	190 18 52 354 5,608 67,296 34 909	200 19 32,377 5 612 67 3 14 34 932	210 20 32 400 5 616 67 392 34 955	+ 220 21 34 020 5 897 70 752 36 703	-230 22 34 043 5,901 71,816 35 726	240 23 34 066 5,905 70 856 35 749	250 - 24 34.089 5.909 75.905 26.172	260 25 34 112 5,913 70 954 36 795
FJREFHSHTER 14050 F02 FIRE SPECIALIST 14025 F03	PAYSTEÞ YEAR HR WD YR HR WO YR	140 13 29 269 5,073 60,879 31 560 5,475 65,700	<b>450</b> <b>14</b> 29 292 5.077 60 927 31 603 5.479 65,748	160 15 30 765 5 333 33,992 33 199 5 755 59,054	170 16 30.789 5.337 64 C40 33.222 5 759 69 102	<b>180</b> , <b>17</b> 30 812 5 341 64,056 33 245 5,763 69,150	190 18 52 354 5,608 67,296 34 909 6,051 72,611	200 19 32,377 5612 67 314 34 932 6 955 72 659	210 20 32 400 5 616 67 .612 34 355 6 059 72 707	220 21 34 020 5 897 70 762 36 703 6,362 70 342	-230 22 34 043 5,901 71,819 35 726 6,366 72 350	240 23 34 066 5,905 20 806 35 749 3,370 76,436	250 - 24 34.089 5.905 5.905 5.	260 - 25 24 112 5,913 70 954 36 795 6,378 76 534
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F05 F1RE LIEUTENANT	PAYSTEÞ YEAR HR MO YR HR MO YR IR	140 13 29 269 5,073 60,879 31 560 5,475 65,700 34,029	<b>450</b> <b>14</b> 29 292 5.077 60 927 31 609 5 479 65,748 34 112	160 15 30 766 5 333 33,992 33 199 5 755 59,054 55 827	170 16 30.789 5.337 64 C40 33.222 5.759 69 102 25.850	180. 17 30 812 5 341 64.066 33 240 5.763 69.150 35 873	190 18 32 354 5,608 67,296 34 909 6,051 72,611 37 669	200 19 32,377 5612 67314 34932 6955 72699 37692	210 20 32 400 5 616 67 .612 34 955 6 059 72 707 37 715	- 220 21 34 020 5 897 70 762 36 703 6,362 70 342 39 600	-230 22 34 043 5,901 24,810 35 726 5,365 72 350 39 524	240 23 34 066 5,905 70 806 35 749 3,370 76,436 30 647	250 - 24 34.089 5.909 75.906 26.772 6.374 76.483 39.670	260 - 25 24 112 5,913 70 954 36 795 6,378 76 534 29 692
FJREFHSHTER 14050 F02 FIRE SPECIALIST 14025 F03	PAYSTEÞ YEAR HR WD YR HR WO YR	140 13 29 269 5,073 60,879 31 560 5,475 65,700	<b>450</b> <b>14</b> 29 292 5.077 60 927 31 603 5.479 65,748	160 15 30 765 5 333 33,992 33 199 5 755 59,054	170 16 30.789 5.337 64 C40 33.222 5 759 69 102	<b>180</b> , <b>17</b> 30 812 5 341 64,056 33 245 5,763 69,150	190 18 52 354 5,608 67,296 34 909 6,051 72,611	200 19 32,377 5612 67 314 34 932 6 955 72 659	210 20 32 400 5 616 67 .612 34 355 6 059 72 707	220 21 34 020 5 897 70 762 36 703 6,362 70 342	-230 22 34 043 5,901 71,819 35 726 6,366 72 350	240 23 34 066 5,905 20 806 35 749 3,370 76,436	250 - 24 34.089 5.905 5.905 5.	260 - 25 24 112 5,913 70 954 36 795 6,378 76 534
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F03 FIRE LIEUTENANT 14020 F03	PAYSTEÞ YEAR HR WO YR HR WO YR IR MO YR	140 13 29 26P 5,073 60,879 31 580 5,475 85,700 34,029 5,309 70,906	<b>450</b> <b>14</b> 29 292 5.077 60 927 31 603 5.479 65,748 34 112 5.913 70 954	160 15 30 765 5 333 53,992 33 199 5.755 59,054 55,827 6,210 74,621	170 16 30.789 5.337 64 C40 33.222 5.759 60 102 25.85C 6 214 74.569	180 17 30 812 5 341 64,068 33 245 5,763 69,159 35 873 0,218 74 617	190 18 52 354 5,608 67,296 6,051 72,611 37 669 6 529 78 351	200 19 32,377 5 612 67 314 34 932 6 0355 72 699 37 692 6 533 79 395	210 20 32 400 5 616 67 502 34 355 6 059 72 767 77 75 6 537 78,447	220 24 34 020 5 897 70 762 36 703 6,362 70 342 39 500 6,864 82,369	230 22 34 043 5,901 70,816 6,366 72,366 72,366 39,624 7,668 82,417	240 23 34 (466 5,905 70 805 35 749 3,370 76,436 30 647 5 872 82 485	250 - 24 34.089 5.903 70.905 26.772 6.374 76.483 39.670 6.875 82,513	260 25 34 112 5,913 70 954 36 795 6,378 76 534 39 692 6 882 82 56 1
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 FOS FIRE LIEUTENANT 14020 FOR FIRE CAPTAIN	PAYSTEÞ YEAR HR WO YR HR HR HR	140 13 29 264 5,073 60,879 31 586 5,479 85,700 84,029 5,909 70,9066 36 702	450           29         292           5.077         60927           31         609           5.479         65,748           34         112           5         913           70         954           36         815	160         15           30 766         5 333           53,992         33 199           5,755         59,064           55 827         6,210           74 621         38 656	170 16 30.789 5.337 64 C40 33.222 5.759 60 102 25.85C 6 214 74.569 28 665	180. 17 30 812 5 341 64.058 33 245 5.703 69.150 35 873 0.218 74 617 38 712	190 18 32 354 5,608 67,296 6,051 72,611 37 663 6 529 78 351 40 C43	200 19 32,377 5.612 67:314 34.952 6.055 72.699 37.602 6.533 79.395 40.672	210 20 32 403 5 616 67 402 34 355 6 059 72 767 7 715 6 537 78,447 40 695	- 220 21 34 020 5 897 70 762 36 703 6,362 70 342 39 500 6,864 82,369 42,730	-230 22 34 043 5,901 70,810 35 798 6,365 72 340 39 624 5,868 82 417 42 752	240 23. 34 (166 5,935 70 806 35 749 8,370 76,438 3 872 5 2 485 4 2 776	250 24 34,089 5 909 75 905 75 905 75 905 76 905 76 463 39 670 6,875 82,513 42 769	260 25 34 112 5,913 70 954 35 795 6,378 76 534 39 692 6 680 82 56 1 42 822
FJREFFISHTER 14050 F02 FIRE SPECIALIST 14025 F03 FIRE LIEUTENANT 14020 F03 FIRE CAPTAIN 13595	PAYSTEÞ YEAR HR WO YR HR MO YR HR MO	140 13 29 26P 5,073 60,879 31 586 5,479 85,700 84,029 5,309 70,906 36 762 6 377	450           29 292           5.077           66 927           31 603           5.479           65,748           34 112           5 913           70 954           36 615           6 3815	160 15 30 766 5 333 33,992 33 199 5.755 59,024 55,827 6,210 74,621 38,656 5,702	170 16 30.789 5.337 64 C40 33.222 5.799 69 102 25.850 6 214 74,569 28 665 6.700	180, 17, 30 812 5 341 64,056 33 245 5,763 69,150 35 873 6,218 74 617 36 712 6,710	190 18 52 354 5,608 67,296 6,051 72,611 37 669 6 529 78 351	200 19 32,377 5,612 67,314 34,952 6,055 72,069 37,602 6,533 79,395 40,672 7,050	210 20 32 400 5 616 67 502 34 355 6 059 72 767 77 75 6 537 78,447	220 24 34 020 5 897 70 762 36 703 6,362 70 342 39 500 6,864 82,369	230 22 34 043 5,901 70,816 6,366 72,366 72,366 39,624 7,668 82,417	240 23 34 (466 5,905 70 805 35 749 3,370 76,436 30 647 5 872 82 485	250 - 24 34.089 5.903 70.905 26.772 6.374 76.483 39.670 6.875 82,513	260 25 34 112 5,913 70 954 36 795 6,378 76 534 39 692 6 882 82 56 1
FIREFISHTER 14050 F02 FIRE SPECIALIST 14020 FOR FIRE LIEUTENANT 14020 FCR FIRE CAPTAIN 13695 FC9	PAYSTEÞ YEAR HR MO YR HR MO YR HR MO YR	140 13 29 26P 5,073 60,879 31 560 5,475 85,700 34,029 5,909 70,906 36 762 5 377 76 526	450           29 292           5.077           60 927           31 603           5.479           65,748           34 112           5.913           70 954           26 815           5.331           76 576	160         15           30         766         5         333         53,992           33         199         ±. /55         59,004         56         57,004           55         82,7         6,210         74         52         12         38         656         5.702         50,425 <td>170 16 30.789 5.337 64 C40 33.222 5.799 69 102 25.850 6 214 74.569 28.665 6.766 20,473</td> <td>180. 17. 30 812 5 341 64,056 33 245 5,763 69,150 35 873 0,218 74 617 36 712 6,210 80 521</td> <td>190           18           52 354           5,608           67,296           54 909           6,051           72,611           37 668           6 529           78 351           40 643           7 0-8           84 540</td> <td>200 19 32,377 5,612 67,314 34,952 72,059 37,602 6,533 79,395 40,672 7,050 84,597</td> <td>210 20 5 616 67 602 34 355 6 059 72 707 77 715 6 557 78,447 40 695 7 054 64 649</td> <td>220 21 34 020 5 897 70 762 36 703 6,362 70 342 39 603 6,864 82,369 42,730 7,436 88,876</td> <td>230 22 34 043 5,901 70,810 35 728 6,365 72 360 39 624 7,868 82 417 42 752 7,410 88,926</td> <td>240 23 34 (166 5,965 70 8(6 35 749 8,370 76,438 30 647 5 872 52 455 42 776 7,414 86 9/4</td> <td>250 24 34.089 5.909 75.905 26.772 6.374 76.486 39.670 6.875 82,513 42.769 7.418 89,022</td> <td>260</td>	170 16 30.789 5.337 64 C40 33.222 5.799 69 102 25.850 6 214 74.569 28.665 6.766 20,473	180. 17. 30 812 5 341 64,056 33 245 5,763 69,150 35 873 0,218 74 617 36 712 6,210 80 521	190           18           52 354           5,608           67,296           54 909           6,051           72,611           37 668           6 529           78 351           40 643           7 0-8           84 540	200 19 32,377 5,612 67,314 34,952 72,059 37,602 6,533 79,395 40,672 7,050 84,597	210 20 5 616 67 602 34 355 6 059 72 707 77 715 6 557 78,447 40 695 7 054 64 649	220 21 34 020 5 897 70 762 36 703 6,362 70 342 39 603 6,864 82,369 42,730 7,436 88,876	230 22 34 043 5,901 70,810 35 728 6,365 72 360 39 624 7,868 82 417 42 752 7,410 88,926	240 23 34 (166 5,965 70 8(6 35 749 8,370 76,438 30 647 5 872 52 455 42 776 7,414 86 9/4	250 24 34.089 5.909 75.905 26.772 6.374 76.486 39.670 6.875 82,513 42.769 7.418 89,022	260
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14020 FIRE LIEUTENANT 14020 FCR FIRE CAPTAIN 13695 FC9 FIRE BATTALION CHIE	PAYSTEÞ YEAR HR MO YR HR MO YR HR MO YR F HR	140 13 29 26P 5,073 60,879 31 560 5,479 85,700 84,029 5,909 70,906 36 702 8 377 76 528 40 977	450           29         2922           5.077         60927           31         60927           34         12           5.973         70954           36         815           5.331         76576           40         100	160         15           30         766         5         333           33         992         33         199         4         5         8         5         6         210         7         6         210         7         6         210         7         4         21         38         6         6         5         702         5         9         42         115         42         115	170 16 30.789 5.337 64 C40 33.222 5.759 68 102 25.650 6.214 74.569 28.665 6.706 80,473 42 138	180. 17. 30 812 5 341 64,056 33 245 5,763 69,150 35 873 0,218 74 617 38 712 6,710 80 521 42 161	190           18           52 354           5,608           67,296           54 909           6,051           72,611           37 669           6 529           78 351           40 043           7 048           84 440           44 270	200 19 32,377 5,612 67,314 34,932 6,055 72,609 37,602 6,533 79,395 40,672 7,050 84,597 44,293	210 20 5 616 67 302 34 355 6 059 72 707 77 715 6 557 78,447 40 695 7 054 64 840	- 220 21 34 020 5 897 70 762 36 703 6,362 70 342 39 600 6,864 82,369 42,720 7,406 88,878 46 832	230 22 34 043 5,901 70,819 35 726 6,395 72 360 39 624 7,868 82 417 42 752 7,410 88,926 48,555	240 23 34 //66 5,905 70 //66 35 749 3,370 76,438 10 647 3,872 62 425 42 776 7,414 86 9/4 46 5/8	250 - 24 34.089 5.909 75.905 75.905 70.906 26.772 6.374 76.463 30.670 6.875 82,513 42.769 7.418 89,022 46.601	260
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14020 FOR FIRE LIEUTENANT 14020 FOR FIRE CAPTAIN 13695 F09 FIRE BATTALION CHIE 13985	PAYSTEÞ YEAR HR VID YR HR VIO YR HR MC YR HR MC YR F HR MO	140 13 29 264 5,073 60,879 31 586 5,479 85,700 34,029 7,905 8,909 7,905 8,909 7,905 8,909 7,905 8,909 7,905 8,377 8,347	450           29         292           5.077         60927           31         609           5.077         60927           34         5973           70954         5973           36         615           5         321           76         576           40         100           6,351	160           15           30 766           5 333           33,992           33 199           1,55           59,064           55,827           6,210           74,621           38,656           5,702           50,425           42,115           7,300	170 16 30.789 5.337 64 C40 33.222 5.759 60 102 25.650 6.214 74.569 28.666 6.766 80,473 42.138 7.304	180, 17, 30 812 5 341 64,058 33 245 5,763 69,150 35 873 6,218 74 617 86 712 6,720 80 521 42 161 7,308	190           18           32 354           5,608           67,296           34 909           6,051           72,611           37 668           6 529           78 351           40 643           7 0-8           84 440           44 270           7,073	200 19 32,377 5,612 67,314 34,932 6,055 72,059 37,602 6,533 79,395 40,672 7,055 84,597 44,293 7,677	210 20 32 403 5 616 57 402 34 365 6 059 72 767 7 715 6 557 7 8,447 40 695 7 054 6 4 849 44 316 7 691	- 220 21 34 020 5 897 70 762 36 703 6,362 70 342 39 500 6,564 82,369 42,750 7,406 88,875 46,875 46,875 8 666	230 22 34 043 5,901 70,450 35 725 6,365 72 360 79 624 7,668 82 417 42 752 7,410 88,926 46 555 8 070	240 23. 34 1/66 5,935 70 805 35 749 8,370 76,438 3 872 52 485 42 776 7,414 88 9/4 46 5/8 8,074	250 - 24 34.089 5.909 75.906 26.772 6.374 76.463 39.670 6.875 82,513 42.769 7.418 89,022 46.601 8,078	260
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14020 FIRE LIEUTENANT 14020 FCR FIRE CAPTAIN 13695 FC9 FIRE BATTALION CHIE	PAYSTEÞ YEAR HR MO YR HR MO YR HR MO YR F HR	140 13 29 26P 5,073 60,879 31 560 5,479 85,700 84,029 5,909 70,906 36 702 8 377 76 528 40 977	450           29         2922           5.077         60927           31         60927           34         12           5.973         70954           36         815           5.331         76576           40         100	160         15           30         766         5         333           33         992         33         199         4         5         8         5         6         210         7         6         210         7         6         210         7         4         21         38         6         6         5         702         5         9         42         115         42         115         42         115         5         42         415         5         415	170 16 30.789 5.337 64 C40 33.222 5.759 68 102 25.650 6.214 74.569 28.665 6.706 80,473 42 138	180. 17. 30 812 5 341 64,056 33 245 5,763 69,150 35 873 0,218 74 617 38 712 6,710 80 521 42 161	190           18           52 354           5,608           67,296           54 909           6,051           72,611           37 669           6 529           78 351           40 043           7 048           84 440           44 270	200 19 32,377 5,612 67,314 34,932 6,055 72,609 37,602 6,533 79,395 40,672 7,050 84,597 44,293	210 20 5 616 67 302 34 355 6 059 72 707 77 715 6 557 78,447 40 695 7 054 64 840	- 220 21 34 020 5 897 70 762 36 703 6,362 70 342 39 600 6,864 82,369 42,720 7,406 88,878 46 832	230 22 34 043 5,901 70,819 35 726 6,395 72 360 39 624 7,868 82 417 42 752 7,410 88,926 48,555	240 23 34 //66 5,905 70 //66 35 749 3,370 76,438 10 647 3,872 62 425 42 776 7,414 86 9/4 46 5/8	250 - 24 34.089 5.909 75.905 75.905 70.906 26.772 6.374 76.463 30.670 6.875 82,513 42.769 7.418 89,022 46.601	260
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14020 FOR FIRE LIEUTENANT 14020 FOR FIRE CAPTAIN 13695 F09 FIRE BATTALION CHIE 13985	PAYSTEÞ YEAR HR VID YR HR VIO YR HR MC YR HR MC YR F HR MO	140 13 29 264 5,073 60,879 31 586 5,479 85,700 34,029 7,905 8,909 7,905 8,909 7,905 8,909 7,905 8,909 7,905 8,377 8,347	450           29         292           5.077         60927           31         609           5.077         60927           34         5973           70954         5973           36         615           5         321           76         576           40         100           6,351         5951	160           15           30 766           5 333           53,992           33 199           1,55           59,064           55,827           6,210           74,621           38,656           5,702           50,425           42,115           7,300	170 16 30.789 5.337 64 C40 33.222 5.759 60 102 25.650 6.214 74.569 28.666 6.766 80,473 42.138 7.304	180, 17, 30 812 5 341 64,058 33 245 5,763 69,150 35 873 6,218 74 617 36 712 6,720 80 521 42 161 7,308	190           18           32 354           5,608           67,296           34 909           6,051           72,611           37 668           6 529           78 351           40 643           7 0-8           84 440           44 270           7,073	200 19 32,377 5,612 67,314 34,932 6,055 72,059 37,602 6,533 79,395 40,672 7,055 84,597 44,293 7,677	210 20 32 403 5 616 57 402 34 365 6 059 72 767 7 715 6 557 7 8,447 40 695 7 054 6 4 849 44 316 7 691	- 220 21 34 020 5 897 70 762 36 703 6,362 70 342 39 500 6,564 82,369 42,750 7,406 88,875 46,875 46,875 8 666	230 22 34 043 5,901 70,450 35 725 6,365 72 360 79 624 7,668 82 417 42 752 7,410 88,926 46 555 8 070	240 23. 34 1/66 5,935 70 805 35 749 8,370 76,438 3 872 52 485 42 776 7,414 88 9/4 46 5/8 8,074	250 - 24 34.089 5.909 75.906 26.772 6.374 76.463 39.670 6.875 82,513 42.769 7.418 89,022 46.601 8,078	260
FIREFISHTER 14050 F02 FIRE SPECIALIST 14025 F03 FIRE LIEUTENANT 14020 F03 FIRE CAPTAIN 13595 F09 FIRE BATTALION CHIE 13985 F10	PAYSTEÞ YEAR HR WO YR HR MO YR HR MO YR F HR MO YR	140 13 29 26P 5,073 60,879 31 586 5,700 84,029 5,909 70,906 36 762 6 377 76 526 40 077 5 347 83,360	450           29         29         29           5.077         66         927           31         603         5.479           65,748         34         12           5.913         70         954           36         815         5.381           76         876         40           65,748         6.915         6.915           36         815         6.381           76         876         40           60,951         63,458         63,458	160           15           30 766           5 333           33,992           33 199           2,755           9,024           35 827           6,210           74 621           38 666           5702           50,425           42 115           7,300           87 599	170 16 30.789 5.337 64 C40 33.222 5.799 69 102 25.850 6 214 74,569 28 665 6.706 20,473 42 138 7 394 87,546	180, 17, 30 812 5 341 64,666 33 245 5,763 69,150 35 873 6,218 74 617 36 712 6,710 80 521 42 161 7,306 87,694	190 18 32 354 5,608 67,296 6,051 72,611 37 669 6,051 72,611 37 669 6,529 78 051 40 C43 7 043 84 440 44 270 7,673 92,081	200 19 32,377 5,612 67,314 34,932 0,055 72,609 37,600 6,533 79,395 40,672 7,050 84,597 44,293 7,677 92,129	210 20 32 400 5 616 67 402 34 355 6 059 72 707 77 715 6 557 78,447 40 695 7 054 64 641 22,177	- 220 21 34 020 5 897 71 762 36 763 6,362 76 342 39 600 6,764 82,369 42,730 7,406 88,376 46,837 6,844 82,369 42,730 7,406 88,376 95,746	230 22 34 043 5,901 70,410 35 725 72 350 39 524 7,868 82 417 42 752 7,410 88,926 49 555 6 670 96,934	240 23 34 1/66 5,965 70 8/6 35 749 8,370 76,438 30 647 5 872 82 485 42 776 7,414 88 9/4 46 5/78 6,074 96,882	250 24 34.089 5.909 5.909 5.909 5.906 8.972 6.374 76.463 39.670 6.875 82,513 42.769 7.418 89,022 46.601 8,578 86,530	260 25 34 112 5,913 70 954 36 795 6,378 76 534 39 692 6 680 82 56 1 42 822 7,422 96,070 46 624 8,678
FIREFISHTER 14050 F02 FIRE SPECIALIST 14025 F08 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13595 F09 FIRE BATTALION CHIE FIRE DIVISION CHIEF	PAYSTEÞ YEAR HR WO YR HR WO YR HR MO YR F HR MO YR HR	140 13 29 26P 5,073 60,879 31 580 5,479 85,700 34,029 5,909 70,906 34,029 5,909 70,906 34,029 5,077 5,347 83,360 43,259	450           29 292           5.077           60 927           31 603           5.479           65,748           34 112           5 913           70 954           36 815           6 381           76 576           40 100           6,351           63,458           43 292	160         15           30 766         5 333           33,992         33 3,992           33 199         5,455           59,024         56,827           55,827         6,210           74,621         38,666           5702         50,425           42,115         7,300           87,559         45,456	170 16 30.789 5.337 64 C40 33.222 5.799 69 102 25.65C 6.214 74.569 28.666 6.706 80,473 42.132 7.304 87.546 25.479	180, 17, 30 812 5 341 64,656 33 245 5,763 69,155 35 873 0,218 7,4617 38 712 6,710 80 521 42 161 7,308 87,694 45 592	190 18 32 354 5,608 67,296 34 909 6,051 72,611 37 668 6 559 78 351 40 643 7 043 84 540 7,673 902,091 47 778	200 19 32,377 5,612 67,314 34,952 6,055 72,059 37,602 6,533 79,395 40,672 7,050 84,597 44,293 7,677 92,129 47,201	210 20 32 400 5 616 67 402 34 355 6 059 72 707 77 715 6 537 78,447 40 495 7 654 64 640 7 691 92,177 47 824	- 220 21 34 020 5 897 70 762 36 703 6,362 70 342 39 600 6,764 82,369 42,730 7,406 98,375 46 832 8 066 7,406 95,746	230 22 34 043 5,901 70,410 35 725 72,350 39 624 7,668 82 417 42 752 7,410 88,926 44 555 8 6 070 96,934 50 239	240 23. 34.066 5.935 70.865 35.749 8.370 76.438 30.647 5.972 52.455 42.776 7.414 88.974 46.578 8.074 96,882 50.262	250 24 34.089 5.909 75.905 26.772 6.374 76.463 39.670 6.875 82,513 42.769 7.418 80,022 46.601 8,078 86,630 56.285	260 25 34 112 5,913 70 954 36 795 6,378 76 534 39 692 6 680 82 561 42 822 7,422 96,070 45 624 8,082 96,078 50 308
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14020 FOR FIRE LIEUTENANT 14020 FCR FIRE CAPTAIN 13695 FC9 FIRE BATTALION CHIE 13985 F10 FIRE DIVISION CHIEF 14015 F11	PAYSTEÞ YEAR HR WO YR HR MO YR HR MO YR F HR MO YR HR MO YR HR MO YR	140 13 29 26P 5,073 60,879 31 560 5,475 65,700 34,029 5,909 70,906 36 762 6 377 76 526 40 377 5 347 83,360 43 259 7 408	450           29         2922           5.077         60927           31         60927           34         5973           5.973         70954           36         815           5         331           70954         56,768           34         112           5         973           70954         5331           76         576           40         100           6,951         63,458           43         222           7         502	160           15           30 766           5 333           33,992           33 199           5,952           5,9524           5,827           6,210           74,621           38,666           5,702           6,2425           42,115           7,300           87,559           42,456           7,879	170 16 30,789 5,337 64 C40 33,222 5,799 69 102 25,65C 6 214 74,569 28 665 6,765 20,473 42 138 7 304 87,545 45 470 7 893	180, 17, 30 812 5 341 64,056 33 245 5,763 69,150 35 873 0,218 74 617 38 712 6,710 80 521 42 161 7,308 87,694 45 502 7,587	190           18           32 354           5,608           67,236           34 909           6,051           72,611           37 663           6 529           78 351           40 043           7 0-8           84 440           44 270           7,673           92,051           47 778           8,262           99,373	200 19 32,377 5,612 67,314 34,932 6,055 72,009 37,602 6,533 79,395 40,672 7,050 84,597 44,293 7,677 92,129 47,201 8,286 99,427	210 20 32 403 5 616 57 402 34 365 6 059 72 707 7 7 15 6 537 7 8,447 40 695 7 054 6 4 649 44 316 7 691 92,177 47 824 8,290 99,475	- 220 21 34 020 5 897 70 762 36 703 6,362 70 342 39 603 6,864 82,369 42,790 7,406 88,375 46,837 80,375 46,837 80,375 46,837 80,375 46,837 80,375 46,837 80,375 46,837 80,375 80,475 80,375 80,400 80,375 80,40000000000	230 22 34 043 5,901 70,450 35 725 6,365 72 360 72 752 7,410 88,926 46 555 8 070 96,934 50 239 8,708 104,408	240 23. 34 1/66 5,965 70 805 35 749 8,370 76,438 3 872 52 485 42 776 7,414 88 9/4 48 9/4 48 9/4 48 9/4 48 9/4 96,882 50 262 8,712 104 544	250 - 24 34,089 5,903 75,906 26,772 6,374 76,463 39,670 6,875 82,513 42,769 7,418 89,022 46,601 8,078 86,630 56,245 8,716 104,552	260 25 34 112 5,913 36 795 6,378 76 534 35 692 6 682 82 56 1 42 822 7,422 96,078 50 308 8 720 104 640
FIREFISHTER 14050 F02 FIRE SPECIALIST 14020 FCR LIEUTENANT 14020 FCR FIRE CAPTAIN 13695 FC9 FIRE BATTALION CHIE 13985 F10 FIRE DIVISION CHIEF 14015	PAYSTEÞ YEAR HR VID YR HR VIO YR HR MO YR F HR MO YR HR MO YR HR MO YR	140 13 29 26P 5,073 60,879 31 560 5,475 65,700 34,029 5,909 70,906 36 762 6 377 76 526 40 377 5 347 83,360 43 259 7 408	450           29         2922           5.077         60927           31         60927           34         5973           5.973         70954           36         815           5         331           70954         56,768           34         112           5         973           70954         5331           76         576           40         100           6,951         63,458           43         222           7         502	160           15           30 766           5 333           33,992           33 199           5,952           5,9524           5,827           6,210           74,621           38,666           5,702           6,2425           42,115           7,300           87,559           42,456           7,879	170 16 30,789 5,337 64 C40 33,222 5,799 69 102 25,65C 6 214 74,569 28 665 6,765 20,473 42 138 7 304 87,545 45 470 7 893	180, 17, 30 812 5 341 64,056 33 245 5,763 69,150 35 873 0,218 74 617 38 712 6,710 80 521 42 161 7,308 87,694 45 502 7,587	190 18 32 354 5,608 67,296 34 909 6,051 72,611 37 663 0,529 78 351 40 643 7,043 84 540 7,073 92,091 47 778 8,282	200 19 32,377 5,612 67,314 34,952 6,055 72,059 37,602 6,533 79,395 46,672 7,657 94,597 44,293 7,677 92,129 47,201 8,286	210 20 32 400 5 616 67 402 34 355 6 059 72 707 7 7 15 6 557 7 8,447 44 516 7 695 7 691 92,177 47 824 8,220	- 220 21 34 020 5 897 70 762 36 703 6,362 70 342 39 603 6,764 82,369 42,730 7,406 88,376 46,837 46,837 86,786 5,786 50 216 8,704	230 22 34 043 5,901 70,810 35 728 6,365 72 360 39 624 7,868 82 417 42 752 7,410 88,926 44 555 8 070 96,934 50 259 8,708	240 23. 34.066 5.935 70.865 35.749 8.370 76.438 37.647 5.972 82.455 42.776 7.414 88.974 46.578 6,074 96,882 50.262 8,712	250 24 34.089 5.909 75.909 75.905 26.772 6.374 76.483 39.670 6.875 82.513 42.769 7.438 89.022 46.601 8.078 86.630 50.285 8.716	260

#### 40 Hour Week (With Longevity)

Firefighter Base \$40,443 and Firefighter 1 year \$44,000 with longevity. A 9% increase beginning at Firefighter 2 year Rank Differentials (All rank differential are 8% except Captain to Battalion Chief is 9 % and Division Chief to Assistant Chief is 12.3%

Step Structure: 5% step increase at years 6, 9,12.15, 18 & 21 year and 9.15% Increase at 3 year

### City of Austin Fire Pay Schedule Effective 01/08/06

	GRADE	, Ă	. B. T	C	D	÷Ε	F.	G	н	1	J	K	Ŀ	M
	PAYSTEP.	10	20	30	. 40	50	60	70	80	90	\$90	110	120	130
	YEAR	BASE	1.	2 .	. 3	4	5.	6	. 7	8	8	10	#1	12
FIREFIGHTER	HR	14,675	5 965	17 339	18.940	18 959	18 975	19,936	9 954	19.971	20.980	20.998	21 C15	22 072
14050	MO	2 370	3 66 7	3,982	4,350	4,354	4 358	4 5 / 9	4,533	4 5 8 7	4 8 18	4 222	4 826	5.060
F02	YR	40 443	44 000	47,757	52,199	52 247	52 295	54,944	54,992	65 04C	57 822	57 870	57 918	60,631
FIRE SPECIALIST	H٩			18 724	20.451	20 465	20 485	21 523	21 540	21.557	22 640	22 664	22 081	23 821
14025	MO			4,300	4,697	4 701	4 705	4,943	4,647	4 951	5,201	5 205	5,262	5 47 :
F06	YR			51,602	56,364	56 412	56 460	59,216	50,354	53 412	62,413	62.46	52,509	65 652
FIRE LIGUTENANT	ня					22 101	22 18	23 235	23 253	Z3 27 ·	2- 445	24 463	24 480	25 710
14020	MO					5 076	5,080	5,337	5 341	5,345	2- 44- 5 614	5 6 1 9	5,622	
F08	YR					60,909	60 957	54,039	64 087	G4 135	07 37 1		57,467	5,905 70,856
1.50						00,308	60.831	5035	04 567	04 .35	0737;	67 4 19	37,467	.0 000
FIRE CAPTAIN	нч							25.087	25 104	25 121	26 388	26 405	26 423	27 750
13995	MO							5,752	5 765	5,770	6,061	6,065	6,059	6,373
F09	YR							69,139	69 167	69 235	72 720	12,774	72,822	76,490
FIRE BATTALION CHIE	F HR									27 370	28 749	28 767	78 784	30 229
13985	MO									6.286	6,603	26767 6,50 <b>7</b>	6,611	6.943
Fiù	YR									75,43	6,603 79,233	5,507 79,281	6,611 76 329	6,94.
	114										19.522	(9,251	73 329	C3 3 - 2
FIRE DIVISION CHIEF	HR									25 .48	31 037	31 394	31 971	32 531
140;5	MO									6, <b>286</b>	7,123	7 . 32	7,136	7.494
F11	Ϋ́́									81,455	85,537	25 585	<b>8</b> : 533	<u>89</u> 930
FIRE ASSISTANT CHIE	F F8													
FINE ADDID (ANTI VIDIC	F P3													
10035														
10035 F12 NOTES		TH & ANN	UAL PAY			ROXIMAT	IONS DU						. <u></u>	
F12 NOTES		ÎH & ANN N. 140	UAL PAY	RATES A	Q 170	R	IONS DU ' S	Ť 200	ATISTICA U 210	V 220	0ING W- 230	X 240	Ŷ 250	Z 260
F12 NOTES	MC YR MONT	. N:.	0	· P	Q. `	R	' <u>\$</u>	τ	U	v	W.			
F12 NOTES	MC YR MON1 GRADE PAYSTEP	N. 140	0 150	.P 160 .	Q 170	R 180	S 190	Ť 200	U 210	V 220	W <sup>.</sup> 230	240	230	260 25
F12 NOTES	MC YR MONT GRADE PAYSTEP YEAR	N 140 13	0 150 14	.P 160 13	Q 170 16	R _180 }7	S 190 18	T 200 19.	U 210 20	V 220 _21	W 230 22	240 . 23	230 24	260 25 26 745
F12 NOTES FIREFIGHTER	MC YR MONT GRADE PAYSTEP YEAR HR	N 140 13 22 090	0 150 14 22 107	P 160 15 23 219	Q 170 16 73 237	R 180 	\$ 190 18 24 418	T 200 19 24 435	U 210 20 74 453	V 220 21 25 576	₩ 230 22 25 693	240 23 25 710	230 24 25 728	260
F12 NOTES FIREFIGHTER 14050 F02	MC YR MONT GRADE PAYSTEP YEAR HR MC YR	N: 140 13 22 090 5 073 80,872	<b>C</b> 150 14 22 107 5 C77 50 927	<b>P</b> 160 13 23 219 5 333 63 902	Q 170 16 23 237 5,337 64,040	<b>R</b> <b>180</b> 	<b>S</b> 190 18 24 418 5 808 57 296	T 200 19. 24 435 5 6 2 67 344	U 210 20 24 453 5.816 67 392	V 220 21 25 576 5,897 70 762	W 230 22 25 693 5,90 70 810	240 25 710 5,905 70 858	230 24 25 728 5,909 70 908	260 25 26 745 5.213 70 954
F12 NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST	MC YR MONT GRADE PAYSTEP YEAR HR MC YR HR	N: 140 13 22 090 5 073 60.879 23 539	<b>C</b> 150 14 22 107 5 C77 50 927 23 856	<b>P</b> 160 13 23 219 5,333 63 902 25.058	Q 170 16 23 237 5,337 64,040 25.073	R 180 . 17 23 254 5 341 64.088 25 091	<b>S</b> 190 18 24 418 5 808 57 296 26 348	T 200 19. 24 435 5 6 2 67 344 26 364	U 210 20 24 453 5.816 67 392 26 561	V 220 21 25 576 5,897 70 762 27 700	W 230 22 25 693 5 590 70 810 27 718	240 25 710 5,905 70 858 27 730	250 24 25 728 5.909 70 908 27 753	280 26 745 5.213 70,954 27.770
F12 NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025	MC YR MONT GRADE PAYSTEP YEAR HR MC YR	N: 140 13 22 090 5 073 80,872	<b>C</b> 150 14 22 107 5 C77 50 927	<b>P</b> 160 13 23 219 5 333 63 902	Q 170 16 23 237 5,337 64,040	<b>R</b> <b>180</b> 	<b>S</b> 190 18 24 418 5 808 57 296	T 200 19. 24 435 5 6 2 67 344	U 210 20 24 453 5.816 67 392	V 220 21 25 576 5,897 70 762	W 230 22 25 693 5,90 70 810	240 25 710 5,905 70 858	230 24 25 728 5,909 70 908	260 26 745 5.213 70,954 27.770 6.378
F12 NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F05	MC YR MONT GRADE PAYSTEP YEAR HR MC YR HR MC YR	N: 140 13 22 090 5 073 60.872 23 839 5 475 65 700	<b>C</b> 150 14 22 107 5 C77 50 927 23 856 5,479 65,748	. P 160 13 219 5,333 63 902 25.956 5,765 69 064	<b>Q</b> <b>170</b> <b>16</b> <b>23 237</b> 5,337 <b>64.040</b> <b>25.073</b> 5,759 <b>65 102</b>	R 180	<b>5</b> <b>190</b> <b>18</b> 24 418 5 808 57 296 26 348 6,051 72,611	<b>T</b> <b>200</b> <b>19</b> 24 435 5 612 67 344 26 364 6,035 72,659	U 210 20 24 453 5.816 67 392 26 561 6 0.6 72 707	V 220 21 25 576 5,897 70 /62 27 700 6 362 78,342	W 230 22 25 693 5 591 70 810 27 718 0 366 76 300	240 23 25 710 5.905 70 858 27 735 6 370 76 458	250 24 25 728 5,909 70 998 27 753 6 374 76 486	260 26 745 5.213 70.954 27.770 6.378 76.534
F12 NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F00 F1RE LIEUTENANT	MC YR MONT GRADE PAYSTEP YEAR HR MC YR HR MC YR HR	N: 140 13 22 090 5 073 80.872 23 839 5 475 65 700 25 728	0 150 14 22 107 5 C77 50 927 23 856 5,479 65,748 25 745	P 160 13 23 219 5 333 63 862 25 556 5 755 69 064 27 039	Q 170 16 23 237 5,337 64,040 25,073 5,759 65 102 27 05/	R 180 	<b>5</b> <b>190</b> <b>18</b> <b>24 418</b> 5 808 57 296 <b>26 348</b> 6,051 72,611 28 429	<b>7</b> <b>200</b> <b>19</b> 24 435 5 6 2 67 344 26 364 6, 055 72, 659 28, 446	U 210 20 24 453 5.676 67 392 26 581 6 0.6 72 707 28 484	V 220 21 26 576 5,897 70 762 27 700 6 362 76,342 29 827	W 230 22 25 693 5,90' 70 810 27 718 6 366 76 300 29 905	240 25 710 5,905 76 858 27 735 6 370 76 455 29 922	230 24 25 728 5,909 70 908 27 753 6 374 76 486 29 639	260 26745 5.213 70.954 27.770 6.578 76.534 295957
F12 NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F05 FIRE LIEUTENANT 14020	MC YR MONI GRADE PAYSTEP YEAR HR MC YR HR MC YR HR MC YR HR MC	N: 140 13 22 090 5 073 60.872 23 839 5 475 65 769 25 728 5 903	0 150 34 22 107 5 C77 50 927 23 856 5,479 65,748 25 745 5,913	<b>P</b> <b>160</b> <b>15</b> <b>2</b> 3 219 <b>5</b> ,333 <b>6</b> 3 902 <b>2</b> 5,956 <b>5</b> ,755 <b>6</b> 9 064 <b>27</b> 039 <b>6</b> 210	Q: 170 16 23 237 5,337 64.040 25.073 5,759 65 102 27 55/ 6 214	<b>R</b> <b>180</b> 	* 5 190 18 24 418 5 508 57 296 26 348 6,051 72,611 28 429 8,525	T           200           19.           24 435           5 6*2           67 344           26 364           8,055           72,659           29,446           6 5,03	U 210 20 74 453 5.816 67 392 26 581 6 0.92 72 707 28 464 6 037	V 220 21 25 576 5,897 70 762 27 700 6 362 76,342 29 887 6,054	W <sup>1</sup> 230 22 5,603 5,501 70,810 27,718 6,366 76,300 29,905 6,968	240 25 710 5,905 76 858 27 735 6 370 76 458 29 922 6,872	230 24 5,909 70 908 27 753 6 374 76 486 29 639 6,876	260 26745 5.213 70.954 27.770 6.578 25957 6.660
F12 NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F00 F1RE LIEUTENANT	MC YR MONT GRADE PAYSTEP YEAR HR MC YR HR MC YR HR	N: 140 13 22 090 5 073 80.872 23 839 5 475 65 700 25 728	0 150 14 22 107 5 C77 50 927 23 856 5,479 65,748 25 745	P 160 13 23 219 5 333 63 862 25 556 5 755 69 064 27 039	Q 170 16 23 237 5,337 64,040 25,073 5,759 65 102 27 05/	R 180 	<b>5</b> <b>190</b> <b>18</b> <b>24 418</b> 5 808 57 296 <b>26 348</b> 6,051 72,611 28 429	<b>7</b> <b>200</b> <b>19</b> 24 435 5 6 2 67 344 26 364 6, 055 72, 659 28, 446	U 210 20 24 453 5.676 67 392 26 581 6 0.6 72 707 28 484	V 220 21 26 576 5,897 70 762 27 700 6 362 76,342 29 827	W 230 22 25 693 5,90' 70 810 27 718 6 366 76 300 29 905	240 25 710 5,905 76 858 27 735 6 370 76 455 29 922	230 24 25 728 5,909 70 908 27 753 6 374 76 486 29 939	260 26745 5.213 70.954 27.770 6.578 25957 6.660
F12 NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F05 FIRE LIEUTENANT 14020	MC YR MONI GRADE PAYSTEP YEAR HR MC YR HR MC YR HR MC YR HR MC	N: 140 13 22 090 5 073 60.872 23 839 5 475 65 769 25 728 5 903	0 150 34 22 107 5 C77 50 927 23 856 5,479 65,748 25 745 5,913	<b>P</b> <b>160</b> <b>15</b> <b>2</b> 3 219 <b>5</b> ,333 <b>6</b> 3 902 <b>2</b> 5,956 <b>5</b> ,755 <b>6</b> 9 064 <b>27</b> 039 <b>6</b> 210	Q: 170 16 23 237 5,337 64.040 25.073 5,759 65 102 27 55/ 6 214	<b>R</b> <b>180</b> 	* 5 190 18 24 418 5 508 57 296 26 348 6,051 72,611 28 429 8,525	T           200           19.           24 435           5 6*2           67 344           26 364           8,055           72,659           29,446           6 5,03	U 210 20 74 453 5.816 67 392 26 581 6 0.92 72 707 28 464 6 037	V 220 21 25 576 5,897 70 762 27 700 6 362 76,342 29 887 6,054	W <sup>1</sup> 230 22 5,603 5,501 70,810 27,718 6,366 76,300 29,905 6,968	240 25 710 5,905 76 858 27 735 6 370 76 458 29 922 6,872	230 24 5,909 70 908 27 753 6 374 76 486 29 639 6,876	280 26 745 5.213 70,954 27.770 6.373 76,534 25 957 6,660 62,561
F12 NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F05 F1RE LIEUTENANT 14020 F08	MC YR MONT PAYSTEP YEAR HR MC YR HR MC YR HR MC YR HR MC YR HR MC YR HR	N: 140 13 22.050 5.073 80.879 0.475 85.700 25.728 5.905 70.905	0 150 14 22 107 5 0 927 23 856 5,479 65,748 25 745 5,913 70,954	P 160 15 23 219 5 333 63 862 25 956 5 755 69 964 27 939 6 219 74 521	Q 170 16 23 237 5,337 64,040 25,073 5,759 65 102 27 557 6 214 74 569	<b>R</b> <b>180</b> 	* 5 190 18 24 418 5 508 57 296 26 348 6,051 72,611 28 419 8,525 79,351	T           200           19.           24 435           5 6'2           67 344           26 364           8,055           72,659           29,446           6,533           78,359	U 210 20 24 453 5.e*6 67 392 26 583 6 0.6 72 707 28 404 6 037 78 447	V 220 21 25 576 5,897 70 762 27 760 6 362 78,342 29 687 6,864 62 369 23 249 7,406	W <sup>2</sup> 230 22 25 693 5.50 <sup>7</sup> 70 810 27 718 6 366 76 300 29 905 6 968 82 417	240 25 710 5.905 70 859 27 735 6 370 76 459 29 922 6,872 82,465	230 24 25 728 5.909 70 908 27 703 6 374 76 486 29 939 6.876 82,512	280 26 745 5.213 70,954 27.770 6.578 76,534 25 957 6,660 62,561 32 318 7 422
F12 NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F05 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN	MC YR MONT GRADE PAYSTEP YEAR HR MC YR HR MC YR HR MC YR HR MC HR HR	N: 140 13 22 390 5 373 83.879 23 839 5 475 65 700 25 728 5 905 72 906 27 758	<b>C</b> 150 14 22 107 5 C77 50 927 23 856 5,479 65,748 25 745 5,913 70,954 27 785	P           160           13           23 219           5,333           63 952           25.956           5,755           69 964           27 939           6 210           74 521           29 182	Q: 170 16 23 237 5,337 64,040 25,073 5,759 65 102 27 65/ 6 214 74 E69 29 199	R 180	<ul> <li>\$</li> <li>190</li> <li>18</li> <li>24 418</li> <li>5 208</li> <li>26 348</li> <li>6,051</li> <li>72,611</li> <li>28 429</li> <li>8,526</li> <li>76,357</li> <li>30,575</li> </ul>	T           200           19.           24 435           5 8*2           67 344           26 364           6,55:           72.659           29.446           6 5.03           78 359           30.696	U 210 20 24 453 5.e+6 67 392 26 583 6 0.8 72 707 28 494 6 037 78 447 30 713	V 220 21 25 576 5,897 70 762 27 760 6 382 76,342 29 887 6,864 62 369 32 249	W <sup>2</sup> 230 22 5,50 <sup>7</sup> 70,810 27,718 6,366 76,300 29,905 6,968 82,417 32,265	240 25 710 5.905 70 858 27 735 6 370 76 458 29 922 6,872 82,465 32 284	230 24 25 728 5.009 70 908 27 703 6 374 76 486 6.876 6.876 6.876 82,512 32 301	260 26745 5.213 70.954 27.770 6.578 76.534 2957 6.660
F12 NOTES NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F05 FIRE LIEUTENANT 14020 F05 FIRE CAPTAIN 13995 F06	MC YR MONT GRADE PAYSTEP YEAR HR MC YR HR MC YR HR MO YR HR MO YR HR MO YR	N: 140 13 22 090 5 073 60.872 23 839 5 475 65 709 25 728 5 905 70 906 27 758 6 377 76,528	0         150         34           22 107         5 C77         50 927           23 856         5,479         65,748           25 745         5,913         70,954           27 785         6 381         76 576	P           160           15           23 219           5,333           63 862           25,956           5,755           69 064           27 039           6 210           74 521           29 182           6 702           50 425	Q: 170 16 23 237 5,337 64,040 25,073 5,759 65 102 27 55/ 6 214 74 569 29 199 8 708 50 473	<b>R</b> <b>180</b> 	S           190           18           24 418           5 208           57 296           26 348           6,051           72,611           28 429           8,526           78,351           30,575           7,046           84,549	T           200           19.           24 435           5 612           67 344           26 364           6,055           72,659           29,446           6,535           72,659           29,446           7,539           29,446           7,539           20,596           7,060           54 597	U 210 20 20 26 583 6 0.56 72 707 28 484 6 037 78 447 30 713 7 054 84,645	V 220 21 26 576 5,897 70 762 27 700 6 362 76,342 29 827 6,854 62 369 32 249 7,436 88,479	W*           230           22           25.693           5.90*           70.810           27.718           G.366           76.330           29.905           6.968           82.4*7           32.268           7,410           38,926	240 25 710 5.905 70 859 27 735 6 370 76 459 29 922 6.872 82,465 32 284 7 414 88,074	230 24 25 728 5,009 70 908 27 753 6 374 76 486 29 636 6,876 6,876 6,876 82,512 32 301 7,413 89,022	280 26 745 5.213 70,954 27,770 6.574 76,534 25 957 6,660 62,561 32 318 7 422 59 070
F12 NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F05 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHEE	MC YR MONT PAYSTEP YEAR HR MC YR HR MC YR HR MO YR HR MO YR HR MO YR HR	N: 140 13 22 990 5 073 60.872 23 839 5 475 65 769 25 728 5 903 70 906 27 758 6 377 76,528 30 247	C         150         34           22 107         5 C77         50 927           23 856         5,479         65,748           25 745         5,913         70,954           27 795         6 381         76 576           30 254         254         254	P           160           15           23 219           5,333           63 802           25.958           5,755           69 064           27 039           6 210           74 521           29 182           6 702           50 425           31 795	Q: 170 16 23 237 5,337 64.040 25.073 5,759 65 102 27 557 6 214 74 Еб9 29 199 к 708 50 473 31 802	R 	S           190           18           24 418           5 808           57 296           26 348           6,051           72,611           28 429           8,520           76,357           30,575           7,046           84,549           33,411	T           200           19.           24 435           5 6*2           67 344           26 364           8,055           72,659           29.446           6 513           78 359           20.596           7,060           54 597           33.429	U 210 20 74 453 5.846 67 392 26 581 6 0.96 72 707 28 464 0 037 78 447 30 713 7 054 84,645 33 445	V 220 21 25 576 5,897 70 762 27 700 6 362 76,342 29 887 6,364 82 369 32 249 7,406 88,479 35 118	W <sup>1</sup> 230 22 25,693 5,50 <sup>1</sup> 70,810 27,718 6,366 76,300 29,905 6,968 82,417 32,268 7,410 38,926 29,136	240 23 25 710 5.905 70 859 27 735 6 370 76 459 29 922 6,672 82,465 32 284 7 414 38,074 35 103	230 24 25 728 5,009 70 908 27 753 6 374 76 486 29 639 6,876 82,512 32 301 7,413 89,022 35 171	289 26 745 5.213 70,954 21,770 6.578 76,534 25 957 6,660 62,561 32 316 7 422 59 070 35 188
F12 NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F05 FIRE LIEUTENANT 14020 F05 FIRE CAPTAIN 19965 F06 FIRE BATTALION CHIE 13965	MC YR MONT FAYSTEP YEAR HR MC YR HR MC YR HR MO YR HR MO YR HR MO YR HR MO YR	N: 140 13 22 090 5 073 80.872 23 839 5 475 65 705 25 728 5 905 70 906 27 758 6 377 76,528 30 247 6.947	0 150 14 22 107 5 C77 50 927 23 856 5,479 65,748 25 745 5,913 70,954 27 785 6 381 76 576 30 284 6 55	P           160           15           15           23 219           5,333           63 902           25.958           5,755           69 064           27 039           6 210           74 521           29 182           6 702           50 425           31 796           7,300	Q: 170 16 23 237 5,337 64,040 25,073 5,759 65 102 27 557 6 214 74 269 29 199 8 708 50 47/3 31 802 7,334	R 180°	5 190 18 24 418 5 608 57 296 26 348 6,051 72,611 28 429 8,526 76,357 30,575 7,046 84,549 33,411 7,673	T           200           19.           24 435           5 6'2           67 344           26 364           8,055           72,659           29,446           6 533           78 359           20,696           7,050           54 597           33,429           7,677	U 210 20 24 453 5.e+6 67 392 26 583 6 0.6 72 707 28 404 0 037 78 447 30 713 7 054 84,645 33 445 7 38	V 220 21 25 576 5,897 70 762 27 760 6 369 76,342 29 887 6,854 62 369 32 249 7,406 88,979 35 118 8,066	W <sup>2</sup> 230 22 25 693 5 590 <sup>2</sup> 70 810 27 718 6 366 7 6 300 29 905 6 968 82 417 32 268 7,410 38,929 29,136 8,270	240 25 710 5.905 70 858 27 735 6.370 76 458 29 922 6.672 02,465 32 284 7.414 88,074 35 103 8,674	250 24 25 728 5,009 70 998 27 753 6 374 76 486 6 82,512 32 501 7,413 89,022 35 171 8 979	280 26 745 5,213 70,954 21,770 6,378 76,534 25 957 6,660 62,561 32 318 7 422 59 070 35 188 8,052
F12 NOTES NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F05 FIRE LIEUTENANT 14020 F05 FIRE CAPTAIN 13995 F06	MC YR MONT PAYSTEP YEAR HR MC YR HR MC YR HR MO YR HR MO YR HR MO YR HR	N: 140 13 22 990 5 073 60.872 23 839 5 475 65 769 25 728 5 903 70 906 27 758 6 377 76,528 30 247	C         150         34           22 107         5 C77         50 927           23 856         5,479         65,748           25 745         5,913         70,954           27 795         6 381         76 576           30 254         254         254	P           160           15           23 219           5,333           63 802           25.958           5,755           69 064           27 039           6 210           74 521           29 182           6 702           50 425           31 795	Q: 170 16 23 237 5,337 64.040 25.073 5,759 65 102 27 557 6 214 74 Еб9 29 199 к 708 50 473 31 802	R 	S           190           18           24 418           5 808           57 296           26 348           6,051           72,611           28 429           8,520           76,357           30,575           7,046           84,549           33,411	T           200           19.           24 435           5 6*2           67 344           26 364           8,055           72,659           29.446           6 513           78 359           20.596           7,060           54 597           33.429	U 210 20 74 453 5.846 67 392 26 581 6 0.96 72 707 28 464 0 037 78 447 30 713 7 054 84,645 33 445	V 220 21 25 576 5,897 70 762 27 700 6 362 76,342 29 887 6,364 82 369 32 249 7,406 88,479 35 118	W <sup>1</sup> 230 22 25,693 5,50 <sup>1</sup> 70,810 27,718 6,366 76,300 29,905 6,968 82,417 32,268 7,410 38,926 29,136	240 23 25 710 5.905 70 859 27 735 6 370 76 459 29 922 6,672 82,465 32 284 7 414 38,074 35 103	230 24 25 728 5,009 70 908 27 753 6 374 76 486 29 639 6,876 82,512 32 301 7,413 89,022 35 171	280 26 745 5,213 70,954 21,770 6,378 76,534 25 957 6,660 62,561 32 318 7 422 59 070 35 188 8,052
F12 NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F05 FIRE LIEUTENANT 14020 F05 FIRE CAPTAIN 19965 F06 FIRE BATTALION CHIE 13965	MC YR MONT FAYSTEP YEAR HR MC YR HR MC YR HR MO YR HR MO YR HR MO YR HR MO YR	N: 140 13 22 090 5 073 80.872 23 839 5 475 65 705 25 728 5 905 70 906 27 758 6 377 76,528 30 247 6.947	0 150 14 22 107 5 C77 50 927 23 856 5,479 65,748 25 745 5,913 70,954 27 785 6 381 76 576 30 284 6 55	P           160           15           15           23 219           5,333           63 902           25.958           5,755           69 064           27 039           6 210           74 521           29 182           6 702           50 425           31 796           7,300	Q: 170 16 23 237 5,337 64,040 25,073 5,759 65 102 27 557 6 214 74 269 29 199 8 708 50 47/3 31 802 7,334	R 180°	5 190 18 24 418 5 608 57 296 26 348 6,051 72,611 28 429 8,526 76,357 30,575 7,046 84,549 33,411 7,673	T           200           19.           24 435           5 6'2           67 344           26 364           8,055           72,659           29,446           6 533           78 359           20,696           7,050           54 597           33,429           7,677	U 210 20 24 453 5.e+6 67 392 26 583 6 0.6 72 707 28 404 0 037 78 447 30 713 7 054 84,645 33 445 7 38	V 220 21 25 576 5,897 70 762 27 760 6 369 76,342 29 887 6,854 62 369 32 249 7,406 88,979 35 118 8,066	W <sup>2</sup> 230 22 25 693 5,90 <sup>7</sup> 70 810 27 718 6 366 76 300 29 905 6 968 82 417 32 268 7,410 38,925 29,136 8,270	240 25 710 5.905 70 858 27 735 6.370 76 458 29 922 6.672 02,465 32 284 7.414 88,074 35 103 8,674	250 24 25 728 5,009 70 998 27 753 6 374 76 486 6 82,512 32 501 7,413 89,022 35 171 8 979	289 26 745 5.213 70,954 27.770 6.376 76,534 25 957 6,660 62,561 32 318 7 422 59 077 35 186 8.092 40,976
F12 NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14020 F05 FIRE LIEUTENANT 14020 F06 FIRE CAPTAIN 13998 F06 FIRE BATTALION CHIE 13965 F10	MC YR MONT GRADE PAYSTEP YEAR HR MC YR HR MO YR HR MO YR HR MO YR F HR MO YR	N: 140 13 22 090 5 073 60.879 23 839 5 475 65 700 25 728 5 905 70 906 27 758 6 377 76,528 30 247 6,947 83 350	C           150           14           22 107           5 277           50 927           23 858           5,479           65,748           25 745           5,913           72,954           27 785           6 381           76 576           30 254           6 35*           83 408	P           160           13           23 219           5,333           63 962           25.956           5,755           69 064           27 939           6 210           74 521           29 182           6 702           50 425           31 795           7,330           67 538	Q: 170 16 23 237 5,337 64,040 25,073 5,759 65 102 27 557 6 214 74 269 29 199 8 708 90 47/3 31 802 7,304 87,645	R 	S           190           18           24 418           5 808           57 296           26 348           6,051           72,611           28 429           8,526           76,357           30,575           7,046           84,549           33,411           7,673           92,081	T           200           19.           24 435           5 612           67 344           26 364           6, 55.           72, 659           28, 446           6 533           70, 859           20, 696           7, 086           54, 597           33, 429           7, 677           92, 129	U 210 20 24 453 5.e*6 67 392 26 583 6 0.6 72 707 28 494 6 037 78 447 30 713 7 054 84,645 33 445 33 445 7 35* 92 177	V 220 21 25 676 5,897 70 762 27 760 6 362 76,342 29 887 6,864 82 369 32 249 7,406 88,479 35 114 8,065 98,786	W*           230         22           25,693         5,90*           70,810         27,718           23,668         2300           29,905         5,968           82,4*7         32,268           7,410         38,926           24,136         8,770           96,834         46,834	240 25 710 5.905 70 858 27 730 6 370 76 458 29 922 6,872 82,465 30 284 7 414 88,074 35 133 8,274 66 882	230 24 25 728 5,009 70 908 27 703 6 374 76 486 82,512 32 301 7,413 85,022 35 171 8 079 99 933	289 26 745 5.213 70,954 27,770 6.576 76,534 25 957 6.660 62,591 32 318 7 422 59 070 35 186 8.092 80,976 57 368
F12 NOTES' FIREFIGHTER 14050 F02 FIRE SPECIALIST 14020 F05 FIRE UEUTENANT 14020 F05 FIRE CAPTAIN 13955 F06 FIRE CAPTAIN 13955 F06 FIRE BATTALION CHIEF F10 FIRE DIVISION CHIEF	MC YR MONT GRADE PAYSTEP YEAR HR MC YR HR MC YR HR MO YR HR MO YR HR MO YR HR MO YR HR	N: 140 13 22 050 5 073 60.879 23 839 9 475 65 760 25 728 5 905 70 906 27 758 6 377 76,528 30 247 6,947 83 350 32 648	0         150           14         22 107           5 C77         50 927           23 855         5,479           65,748         25 745           25,913         70,954           27 795         6 381           76 576         30 284           95 76         33 408           32,856         32,856	P           160           15           23 219           5,333           63 962           25.956           5,755           69 964           27 039           6 210           74 521           29 182           6 702           50 425           31 786           7,300           67 598           34 326	Q: 170 16: 23 237 5,337 64,040 25,073 5,759 65 102 27 567 6 214 74 269 29 199 8 708 50 473 31 802 7,304 87,646 34 324	R 180 	S           190           18           24 418           5 208           57 296           26 348           6,051           72,611           28 419           8,520           79,351           30,576           7,046           84,549           33,411           7,673           92,061           36,059	T           200           19.           24 435           5 612           67 344           26 364           6,655           72.659           28.446           6,555           28.446           7.050           30.696           7.050           54.597           33.429           7.677           92.129           36.076	U 210 20 24 453 5.816 67 392 26 583 6 0.92 72 707 28 484 6 037 78 447 30 713 7 054 84,645 33 445 7 581 92 177 35,094	V 220 21 26 576 5,897 70 762 27 700 6 362 76,342 29 887 6,854 82 369 32 249 7,406 88,979 35 118 8,065 96,786 27 869 8,704	W <sup>2</sup> 230 22 5,90 <sup>2</sup> 70810 27718 6366 76300 29905 6968 824 <sup>3</sup> 32268 7,410 88,926 32,136 8,070 96,834 37916 8709	240 25 710 5.905 70 859 27 735 6 370 76 459 29 922 6,872 82,465 32 284 7 414 88,074 35 103 8,074 66 882 37 933	230 24 25 728 5,009 70 908 27 753 6 374 76 486 28 636 6,876 82,512 32 301 7,413 89,020 35 171 8 979 95 930 37 951 8 716	280 26 745 5,213 70,954 27,775 6,576 5,576 6,566 62,561 32 318 7 422 59 070 35 186 8,082 40,976 57 366 8 7 7066
F12 NOTES' FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F05 FIRE LIEUTENANT 14020 F05 FIRE CAPTAIN 19955 F06 FIRE CAPTAIN 19955 F06 FIRE BATTALION CHIEF 13965 F10 FIRE DIV.SION CHIEF 14015 F11	MC YR MONT GRADE PAYSTEP YEAR HR MC YR HR MC YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR	N: 140 13 22 090 5 073 60.879 23 839 5 475 65 709 25 728 5 905 70 906 27 758 6 377 76,528 30 247 6.947 83 360 32 648 7 468	0         150         14           22 107         5 C77         50 927           23 856         5,479         65,748           25 745         5,913         70,954           27 785         6 381         76 576           30 284         6 55*         83 408           32,666         7,502	P           160           15           15           23 219           5,333           63 862           25.956           5,755           69 964           27 039           6 210           74 521           29 182           6 702           50 425           31 796           7,300           67 598           34 336           7,819	Q: 170 16 23 237 5,337 64,040 25,073 5,759 65 102 27 057 6 214 74 569 29 199 8 703 30 473 31 802 7,304 87,845 34 324 7,883	R R 	S           190           18           24 418           5 208           57 296           26 348           6,051           72,611           28 429           8,526           76,351           3C,575           7,046           84,549           33,411           7673           92,083           36,059           8,222	T           200           19.           24 435           5 612           67 344           26 364           6,055           72,659           29,446           6,555           72,659           29,446           7,577           33,429           7,677           92,129           36,076           8,236	U 210 20 20 26 583 6 67 392 26 583 6 6.69 72 707 28 484 6 637 78 447 30 713 7 054 84,645 33 445 7 381 92 177 36,094 8 290	V 220 21 26 576 5,897 70 762 27 700 6 362 76,342 29 887 6,854 82 369 32 249 7,406 88,979 35 118 8,065 96,786 27 869 8,704	W <sup>2</sup> 230 22 5,90 <sup>2</sup> 70810 27718 6366 76300 29905 6968 824 <sup>3</sup> 32268 7,410 88,926 32,136 8,070 96,834 37916 8709	240 25 710 5.905 70 859 27 735 6 370 76 458 29 922 8,872 82,465 32 284 7 414 88,074 35 103 8,074 96 882 27 933 8,712	230 24 25 728 5,009 70 908 27 753 6 374 76 486 28 636 6,876 82,512 32 301 7,413 89,020 35 171 8 979 95 930 37 951 8 716	280 26 745 5.213 70,954 27,770 6.578 76,534 29 957 6,660 62,581 32 318 7 422 59 070 35 188 8,082 40,976 57 365 8 720
F12 NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F05 F1RE LIEUTENANT 14020 F06 F1RE CAPTAIN 12995 F09 FIRE BATTALION CHIEF 15965 F10 FIRE DIVISION CHIEF 14015	MC YR MONT GRADE PAYSTEP YEAR HR MC YR HR MC YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR	N: 140 13 22 090 5 073 60.879 23 839 5 475 65 709 25 728 5 905 70 906 27 758 6 377 76,528 30 247 6.947 83 360 32 648 7 468	0         150         14           22 107         5 C77         50 927           23 856         5,479         65,748           25 745         5,913         70,954           27 785         6 381         76 576           30 284         6 55*         83 408           32,666         7,502	P           160           15           15           23 219           5,333           63 862           25.956           5,755           69 964           27 039           6 210           74 521           29 182           6 702           50 425           31 796           7,300           67 598           34 336           7,819	Q: 170 16 23 237 5,337 64,040 25,073 5,759 65 102 27 057 6 214 74 569 29 199 8 703 30 473 31 802 7,304 87,845 34 324 7,883	R R 	S           190           18           24 418           5 208           57 296           26 348           6,051           72,611           28 429           8,526           76,351           3C,575           7,046           84,549           33,411           7673           92,083           36,059           8,222	T           200           19.           24 435           5 612           67 344           26 364           6,055           72,659           29,446           6,555           72,659           29,446           7,577           33,429           7,677           92,129           36,076           8,236	U 210 20 20 26 583 6 67 392 26 583 6 6.69 72 707 28 484 6 637 78 447 30 713 7 054 84,645 33 445 7 381 92 177 36,094 8 290	V 220 21 26 576 5,897 70 762 27 700 6 362 76,342 29 887 6,854 82 369 32 249 7,406 88,979 35 118 8,065 96,786 27 869 8,704	W <sup>2</sup> 230 22 5,90 <sup>2</sup> 70810 27718 6366 76300 29905 6968 824 <sup>3</sup> 32268 7,410 88,926 32,136 8,070 96,834 37916 8709	240 25 710 5.905 70 859 27 735 6 370 76 458 29 922 8,872 82,465 32 284 7 414 88,074 35 103 8,074 96 882 27 933 8,712	230 24 25 728 5,009 70 908 27 753 6 374 76 486 28 636 6,876 82,512 32 301 7,413 89,020 35 171 8 979 95 930 37 951 8 716	280 26 745 5.213 70.954 27.770 6.578 76.534 25 957 6.660 62.561 32 318 7 422

#### 53 Hour Week (With Longevity)

Firefighter Base \$40,443 and Firefighter 1 year \$44,000 with longevity. A 9% increase beginning at Firefighter 2 year

Rank Differentials. (All rank differential are 5% except Captain to Battalion Chief is 9.% and Division Chief to Assistant Chief is 12.8%

Step Structure: 5% step increase at years 6, 9,12,15, 18 & 21 year and 9,15% increase at 3 year

### City of Austin Fire Pay Schedule 5.5% Increase Effective 01/07/07

•	GRADE	Ä	8	ç	6	E	F		<u>H</u>	· •	.J	<u>ĸ</u>	с. С	M
	PAYSTEP YEAR	10 BASE	20 1	30 2	40 3	50 4	60 5	70 6	80 7	90 8	100 9	110 10	120 11	130 12
FIREFIGUTER	카리	20 513	22 3 16	24 235	26.472	26 495	26,518	27 66 :	27 884	27 507	29 316	29 339	29 363	20 939
14056	<b>M</b> D	3 556	3 848	4 201	4 589	4 593	4 597	4,629	4 57	4 837	5.082	5 086	5.0%	5,345
FC2	40	42.667	46 417	50 410	55 062	55 IC	55 158	57 950	57,998	58,045	50 978	51 026	61 074	64 145
FIRE GPECIAL ST	۲F			26.171	28 584	28 608	28 631	30 075	30 101	30 124	31 645	51 563	31 591	3 284
14025	MU.			4 536	4,655	4 959	4,963	5,214	5 215	\$,222	5 485	5 439	5 493	5 769
rc6	YH			54 435	59 456	59,504	59,552	62,563	62,61	62,659	£5,822	55 870	65.918	60,231
FIGE LIEUTENANT						30 889	30 612	32 474	32 497	32 520	24 160	34 '83	34 206	35 925
14920	M:S					5,354	5,358	5,629	5 633	5,637	5,921	5.925	5 929	5,227
fce	γF					54,240	64,297	67,545	67.503	57 64 t	71.053	71 101	1 149	74 723
FIRE CAFTAIN	-74							35 CED	35,080	35 106	36 828	36 844	36 922	38 7 76
17945	MO							6 07?	e 08	6 085	6.392	6 396	6 400	6 721
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FIRE RATIAL ON CHEF	-1*									38.249	40 176	40 199	40 223	42.241
12,45	MÓ									0 550	С. <b>6</b> 4	6.998	6 972	/ 322
= 10	(≺									70 559	32.607	83.614	83 653	87 862
TIRE OV SKON CHIEF	ня									41 295	49 374	43.397	42.420	45.599
14015	MO									7,159	7.518	2 522	7 826	7 904
F11	YP									85,993	90,216	90 256	90 314	94 845
FIRE ASSISTANT CONDU	HR													
10935	NO													
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+12 NOTES	17		AL FAY RA	ALLS ANE	APPROXI	MATIONS	DUF TO S	TATISTIC		NNG			<u>.                                    </u>	
	rə MONTI												<u> </u>	
NOTES	ra Monti GRADE	Ń	<u> </u>	.p.	a ;	R	S	Ť	Ū.	v	W 210 -	× 240	 Y 250	250
NOTES	rə MONTI										W 230 - 22	X 240 23	Y 250 24	Z 260 25
NOTES	77 MONT GRADE PAYSTEP	N 140	D 150	. P 160	Ci	Fr 180	S 190	Ť 200	. U 210	V 220	230	240	250	260
NOTES	AND THE PAYSTEP	N 140 13	D 150 14	. Р. 160 15	Ci 170 16	R 180 17	S 190 18	T 200 19	U 210 20	V 220 21	230 · 22	240 23	250 24	260 25
NOTES FIRFFIGHTER	73 MONT GRADE PAYSTEP YEAR HR	N 140 13 30 862	0 150 14 30 885	. P. 150 15 32 439	CI 170 16 32 462	R 180 17 32 485	S 190 18 34 111	T 200 19 34 134	U 210 20 34 157	V 220 21 35 855	230 - 22 35 888	240 23 35 911	250 24 35.934	260 25 35 957
NOTES FIRFFIGHTER 14052	Y⊐ MONT GRADE PAYSTEP YEAR HR MO	N 140 13 30 862 5,349	0 150 14 30 885 5,353	. P. 150 15 32 439 5 623	C1 170 16 32 462 5,627	R 180 17 32 485 5 531	<b>5</b> 190 18 34 111 5,913	T 200 19 34 134 5,917	U 210 20 34 157 5 921	V 220 21 35 855 6,217	230 - 22 35 888 5,721	240 23 35 91 1 6,225	<b>250</b> <b>24</b> 35.934 6,229	260 25 35 957 6,233
NOTES FIREFIGHTER 14050 Fig2 FIRE SPECIALIST	Y3 MONT GRADE PAYSTEP YEAR HR MO YR HR	N 140 13 30 862 5,349 64,193 33 307	D 150 14 30 885 5,353 64 241 33,330	P. 160 15 12 439 5 623 57,472 35.006	CI 170 16 32 462 5,627 67 520 35 629	R 180 17 32 485 5 531 67 566 35 052	<b>S</b> 190 18 34 111 5,913 70,950 36,508	T 200 19 34 134 5,917 70 493 36 829	U 210 20 34 157 5 921 71 046 36 652	V 220 21 35 855 6,217 74,598 35 695	230 22 35 888 5,221 74,643 38 718	240 23 35 911 6,225 74,694 38 741	<b>250</b> 24 35.934 6,229 74 742 38,764	260 25 35 957 6,233 74 790 58 757
NOTES FIRFFIGHTER 14052 F02	GRADE PAYSTEP YEAR HR MO YR	N 140 13 30 862 5,349 64,193	D 150 14 30 885 5,353 64 241	P 160 15 12 439 6 623 67,472	Cl 170 16 32 462 5,627 67 £20	R 180 17 32 485 5 531 67 566	<b>S</b> 190 18 34 111 5,913 70,950	T 200 19 34 134 5,917 70 493	U 210 20 34 157 5 921 71 046	V 220 21 35 855 6,217 74,598	230 22 35 888 5,221 74,843	240 23 35 01 1 6,225 74,694	<b>250</b> <b>24</b> 35.934 6,229 74.742	260 25 35 957 6,233 74 750
NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST '402(- F06	FR GRADE PAYSTEP YEAR HR MC YR HR MC YR	N 140 13 30 862 5,349 64,193 33 307 5,773 69,279	D 150 14 30 685 5,355 64 241 33,330 5,777 89 327	P 150 15 12 439 5 623 57,472 35,005 6,058 72,812	C	R         180           17         32 485           5 531         67 566           35 052         6 076           72,908         72,908	<b>S</b> 190 18 34 111 5,913 70,950 36,500 6 080 76,557	<b>T</b> 200 19 34 134 5,917 70 458 36 829 6 364 75,805	U 210 20 34 157 5 921 71 046 36 652 6 388 76,603	V 220 21 35 855 6,217 74,598 35 695 6,707 80,485	230 22 35 888 5,221 74,848 39 718 5,711 80,534	240 23 35 911 6,225 74,694 98 741 5,715 80 562	250 24 35.934 6.229 74.742 39.764 6.719 60.630	260 25 35 957 6,233 74 790 38 757 6 723 80 678
NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 4021 F06 FIRE LIEUTENANT	Y3 MONT GRADE PAYSTEP YEAR HR MO YR HR MC YR HR HR	N 140 13 30.862 5,349 64,193 35.307 5,773 69,279 35.948	<b>D</b> 150 14 30 885 5,355 64 241 33,330 5,777 89 327 35 971	. P. 160 15 32 439 6 623 67,472 35,006 6,068 72,812 37 779	Ci 170 16 32 462 5,627 67 £20 35 629 5 672 72,860 37 662	R         180           17         32 485           5 531         6           35 052         6 076           72,928         37,825	<b>S</b> 190 18 34 111 5,913 70,950 36,908 6 080 76,557 30,717	T         200         19           34         134         5,917           5,917         70.958         368         329           6         364         75,005         39.74*	U 210 20 34 157 5 921 71 046 36 652 6 388 76,603 39 764	V 220 21 35 855 6,217 74,598 35 695 6,707 80,485 41 702	230 - 22 35 866 5,221 74,648 39 718 5,711 80,534 41 775	240 23 35 911 6,225 74,694 38 741 5,715 80 582 44 708	250 24 35.934 6.229 74 742 38.764 6 719 80 630 41 821	260 25 35 957 6,233 74 750 38 757 6 723 80 678 41 844
NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST '402(- F06	FR GRADE PAYSTEP YEAR HR MC YR HR MC YR	N 140 13 30 862 5,349 64,193 33 307 5,773 69,279	D 150 14 30 685 5,355 64 241 33,330 5,777 89 327	P 150 15 12 439 5 623 57,472 35,005 6,058 72,812	C	R         180           17         32 485           5 531         67 566           35 052         6 076           72,908         72,908	<b>S</b> 190 18 34 111 5,913 70,950 36,500 6 080 76,557	<b>T</b> 200 19 34 134 5,917 70 458 36 829 6 364 75,805	U 210 20 34 157 5 921 71 046 36 652 6 388 76,603	V 220 21 35 855 6,217 74,598 35 695 6,707 80,485	230 22 35 888 5,221 74,848 39 718 5,711 80,534	240 23 35 911 6,225 74,694 98 741 5,715 80 562	250 24 35.934 6.229 74.742 39.764 6.719 60.630	260 25 35 957 6,233 74 790 38 757 6 723 80 678
NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14020 FIRE LIEUTENANT 14020 F03	F GRADE PAYSTEP YEAR HR MO YR HR MC YR HR MC YR HR MC YR	N 140 13 30.862 5,349 64,193 33.307 5,773 69,279 35.948 6,231 74,771	<b>b</b> <b>150</b> <b>14</b> 30 665 5,355 64 241 33,330 5,777 89 327 35 971 6 235 74 219	. P. 160 15 32 439 5 623 57,472 35,006 6,068 72,812 37 779 6 548 78 50%	C1	R         180           12         185         5         5         5         13         6         7         506         35         55         6         77         6         77         6         77         72         9         6         77         6         77         506         37         625         6         55         6         5         5         37         6         5         6         5         6         5         6         5         6         5         6         5         6         5         6         5         6         5         6         5         6         5 <td><b>S</b> <b>190</b> <b>18</b> <b>34</b> 111 5,913 7C,950 <b>36</b>,508 6 380 76,557 <b>39</b> 717 6,854 82 612</td> <td>T           200           19           34 134           5,917           70 453           36 829           6 364           76,605           39 74*           6 368           62 560</td> <td>U 210 20 34 157 5 921 71 045 36 652 6 328 76,603 39 764 6,892 82 708</td> <td>V 220 21 35 855 6,247 74,598 35 695 6,707 80,486 41 762 7,237 36,844</td> <td>230 - 22 35 868 5,221 74,843 36 718 6,711 80,534 41 775 7,241 86,892</td> <td>240 23 35 011 6,225 74,694 38 741 5,715 80 582 44 708 7 245 85,240</td> <td><b>250</b> <b>24</b> 35,934 6,229 74,742 38,764 6,719 80,630 <b>41</b>,821 7,249 86,988</td> <td>260 25 35 957 6,233 74 750 38 757 6 723 80 678 41 844 7,253 87,036</td>	<b>S</b> <b>190</b> <b>18</b> <b>34</b> 111 5,913 7C,950 <b>36</b> ,508 6 380 76,557 <b>39</b> 717 6,854 82 612	T           200           19           34 134           5,917           70 453           36 829           6 364           76,605           39 74*           6 368           62 560	U 210 20 34 157 5 921 71 045 36 652 6 328 76,603 39 764 6,892 82 708	V 220 21 35 855 6,247 74,598 35 695 6,707 80,486 41 762 7,237 36,844	230 - 22 35 868 5,221 74,843 36 718 6,711 80,534 41 775 7,241 86,892	240 23 35 011 6,225 74,694 38 741 5,715 80 582 44 708 7 245 85,240	<b>250</b> <b>24</b> 35,934 6,229 74,742 38,764 6,719 80,630 <b>41</b> ,821 7,249 86,988	260 25 35 957 6,233 74 750 38 757 6 723 80 678 41 844 7,253 87,036
NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14020 F06 FIRE LIEUTENANT 14020 F03 FIRE CAPTAIN	GRADE PAYSTEP YEAR HR MO YR HR MC YR HR MC YR HR MC HR HR	N 140 140 130 140 140 140 140 140 141 140 141 140 141 140 141 140 140	<b>b</b> 150 14 30 666 5,355 64 241 33,330 5,777 69 327 85 971 6 235 74 819 26 823	. P. 160 15 32 439 5 623 57,472 35,006 6,068 72,812 37 779 6 148 78 50/1 40,773	C1 , 170 16 32 462 5,627 67 220 35 629 5 672 72,860 37 662 5,552 78,629 40 796	R         180           12         185         5         5         5         131         6         7         506         35         5         5         1         6         7         506         35         5         5         5         1         7         506         35         5	<b>S</b> 190 - 18 34 111 5,913 70,950 36,508 6 380 6 380 76,557 30 717 6,884 82 612 42 862	T           200           19           34 134           5,917           70 453           36 829           6 364           76,605           39 74*           6 889           62 560           42 855	U 210 20 34 157 5 921 71 045 36 652 6 388 76,603 39 764 6,892 82 708 42 908	V 220 21 35 855 6,217 74,593 35 895 6,707 80,485 41 752 7,237 36,844 45,952	230 - 22 35 868 5,221 74,843 36 715 6,711 80,534 41,775 7,24 86,852 45,075	240 23 35 911 6,225 74,694 38 741 8,715 80 582 44 798 7 245 85,240 45 099	250 24 35.934 6.229 74.742 38.764 6.719 80.630 41.821 7.249 86.988 45.122	260 25 35 957 6 233 74 750 38 757 6 723 30 678 41 844 7,253 37,036 45 145
NOTES FIREFEIGHTER 14050 F02 FIRE SPECIALIST 14020 FIRE LIEUTENANT 14020 F03 FIRE CAPTAIN 13695	Y3 MONT GRADE PAYSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR	N 140 140 13 30.862 5,349 84,193 33.307 5,773 69,279 35.948 6,231 74,771 38.769 5,725	<b>b</b> 150 14 30 685 5,355 64 241 33,330 5,777 89 327 35 971 6 235 74 819 26 823 6,729	. P. 160 15 12 439 6 629 67,472 35,006 6,068 72,812 37 779 6 148 78 50/1 40,773 7 067	Cl ; 170 16 32 462 5,627 07 520 35 629 5 672 72,860 37 662 5,552 78,628 40 796 7 371	R         180           12         185         5         5         5         131         6         7         5         6         3         5         5         5         3         1         6         7         5         6         3         5         5         5         3         7         5         6         5         5         3         7         5         6         5         6         7         6         7         7         2         9         8         7         6         7         7         2         9         8         7         6         5         6         5         6         5         6         5         6         5         6         5         5         6         5         5         6         5         5         6         5         5         6         5         5         6         5         5         6         5         5         6         5         5         6         5         6         5         6         5         6         5         6         5         6         5         6         5         6         5         6         6         6<	<b>S</b> 190 18 34 114 5,913 70,950 36,509 6 380 76,557 30,747 6,884 82,612 42,862 7,429	T           200           19           34 134           5,917           70 958           36 829           6 364           76,005           39 74*           6 589           82 560           42 881           7,435	U 210 20 34 157 5 921 71 046 36 652 6 388 76,603 39 764 6,892 82 708 42 908 7 437	V 220 21 35 855 6,217 74,598 35 695 6,707 80,485 41 702 7,237 36,844 45,052 7,909	230 - 22 35 888 5,221 74,843 38 718 5,717 80,534 41 775 7,247 86,852 45,078 7,813	240 23 35 911 6,225 74,694 38 741 5,715 80 562 44 708 7 245 35,940 45 099 7,817	250 24 35.934 6.229 74.742 38.764 6.719 80.630 41.821 7.249 86.988 45.988 45.122 7.821	260 25 35 957 6,233 74 790 38 757 6 723 80 678 41 844 7,253 97,036 45 145 7,625
NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14020 F06 FIRE LIEUTENANT 14020 F03 FIRE CAPTAIN	GRADE PAYSTEP YEAR HR MO YR HR MC YR HR MC YR HR MC HR HR	N 140 140 130 140 140 140 140 140 141 140 141 140 141 140 141 140 140	<b>b</b> 150 14 30 666 5,355 64 241 33,330 5,777 69 327 85 971 6 235 74 819 26 823	. P. 160 15 32 439 5 623 57,472 35,006 6,068 72,812 37 779 6 148 78 50/1 40,773	C1 , 170 16 32 462 5,627 67 220 35 629 5 672 72,860 37 662 5,552 78,629 40 796	R         180           12         185         5         5         5         131         6         7         506         35         5         5         1         6         7         506         35         5         5         5         1         7         506         35         5	<b>S</b> 190 - 18 34 111 5,913 70,950 36,508 6 380 6 380 76,557 30 717 6,884 82 612 42 862	T           200           19           34 134           5,917           70 453           36 829           6 364           76,605           39 74*           6 889           62 560           42 855	U 210 20 34 157 5 921 71 045 36 652 6 388 76,603 39 764 6,892 82 708 42 908	V 220 21 35 855 6,217 74,593 35 895 6,707 80,485 41 752 7,237 36,844 45,952	230 - 22 35 868 5,221 74,843 36 715 6,711 80,534 41,775 7,24 86,852 45,075	240 23 35 911 6,225 74,694 38 741 8,715 80 582 44 798 7 245 85,240 45 099	250 24 35.934 6.229 74.742 38.764 6.719 80.630 41.821 7.249 86.988 45.122	260 25 35 957 6 233 74 750 38 757 6 723 30 678 41 844 7,253 37,036 45 145
NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14020 F06 FIRE LIEUTENANT 14020 F03 FIRE CAPTAIN 13695 F09 F RE BATLALION CHIE	F HR	N 140 13 30.862 5,349 64,193 33.307 5,773 69,279 35.948 6,221 74,771 38.759 6,725 60,703 42.264	D 150 14 30 665 5,353 64 241 33,330 5,777 89 327 35 971 6 235 74 219 36 823 6,729 80,754 42,288	. P. 160 15 32 439 5 623 57,472 35.008 6,068 72,812 37 779 6,488 78 584 20,773 7 (6) 84,809 44,809 44,412	C1 , 170 16 32 462 5,627 07 220 35 629 5 072 72,860 37 662 5,522 78,628 40 766 2 37, 34 857 44,435	R         180           12         185         5         5         5         13         6         7         5         6         3         5         5         5         1         6         7         5         6         3         5         5         5         1         6         7         6         7         6         7         7         5         6         5         6         7         7         5         6         7         6         7         7         5 </td <td><b>S</b> <b>190</b> <b>18</b> <b>34</b> 111 5,913 70,950 <b>36</b>,508 6 080 76,557 <b>30</b> 747 6,884 82 612 7,426 89,151 43 642</td> <td>T           200           19           34 134           5,917           70 4583           36 829           8 364           76,655           39 74*           6 588           82 652           42 891           7,433           59,200           45 705</td> <td>U 210 20 34 157 5 921 71 046 36 552 6 388 76,603 39 764 6,892 82 708 42 908 7 437 99 244 46 725</td> <td>V 220 21 35 855 6,217 74,598 35 695 6,707 80,486 41 782 7,237 36,844 45,052 7,909 92,711 49 064</td> <td>230 - 22 35 888 5,221 74,843 38 718 5,711 80,534 41,775 7,241 86,852 45,078 7,815 43,759 44,067</td> <td>240 23 35 911 6,225 74,694 98 741 5,715 80 582 44 708 7 245 85,240 45 099 7,817 93,807 46 110</td> <td>250 24 35,934 6,229 74,742 38,764 6,719 80,630 41,821 7,249 86,988 45,122 7,821 93,855 45,122</td> <td>260 25 35 957 6,233 74 750 38 757 6 723 90 676 41 844 7,253 97,036 45 145 7,625 93,903 45 145</td>	<b>S</b> <b>190</b> <b>18</b> <b>34</b> 111 5,913 70,950 <b>36</b> ,508 6 080 76,557 <b>30</b> 747 6,884 82 612 7,426 89,151 43 642	T           200           19           34 134           5,917           70 4583           36 829           8 364           76,655           39 74*           6 588           82 652           42 891           7,433           59,200           45 705	U 210 20 34 157 5 921 71 046 36 552 6 388 76,603 39 764 6,892 82 708 42 908 7 437 99 244 46 725	V 220 21 35 855 6,217 74,598 35 695 6,707 80,486 41 782 7,237 36,844 45,052 7,909 92,711 49 064	230 - 22 35 888 5,221 74,843 38 718 5,711 80,534 41,775 7,241 86,852 45,078 7,815 43,759 44,067	240 23 35 911 6,225 74,694 98 741 5,715 80 582 44 708 7 245 85,240 45 099 7,817 93,807 46 110	250 24 35,934 6,229 74,742 38,764 6,719 80,630 41,821 7,249 86,988 45,122 7,821 93,855 45,122	260 25 35 957 6,233 74 750 38 757 6 723 90 676 41 844 7,253 97,036 45 145 7,625 93,903 45 145
NOTES FIREFFIGHTER 14050 F02 FIRE SPECIALIST 14020 F06 FIRE LIEUTENANT 14020 F05 FIRE CAPTAIN 13695 F09 F RE BATTALION CHIE 12905	F HR MONT GRADE PAYSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR	N 140 140 13 30.862 5,349 84,193 33.307 5,773 69,279 35.948 6,231 74,771 36.703 42.064 7.326	<b>b</b> <b>150</b> <b>14</b> 30 665 5,355 64 241 33,330 5,777 69 327 35 971 6 235 74 219 36 823 6,729 80,75 <sup>4</sup> 42,288 7,320	. P. 160 15 32 439 5 623 57,472 35,006 6,068 72,812 37 779 6 548 78 569 40,779 7 067 84,809 44 412 7 595	C1 , 170 16 32 462 5,627 67 220 35 629 5 672 72,860 37 662 5,552 78,628 40 756 7 371 34 857 44,435 7,702	R         180           12         185         5         5         5         131         6         7         506         35         552         6         70         7         2.908         37.625         6.656         7         6.656         7         7         575         84         205         7         775         84         905         44         468         7,706         7         776         10	<b>S</b> <b>190</b> <b>18</b> <b>34</b> 111 5,913 7C,950 <b>36</b> ,508 6 380 76,557 <b>30</b> 717 6,854 82,612 <b>42</b> 869 7,426 83,151 <b>43</b> 649 8,992	T           200           19           34 134           5,917           70 4953           36 829           6 364           76,605           39 74*           6 588           62 565           42 895           7,435           59,200           46 705           8 396	U 210 20 34 157 5 921 71 045 36 652 6 388 76,603 39 764 6,892 82 708 42 908 7 437 99 244 46 725 8,100	V 220 21 35 855 6,217 74,598 35 695 6,707 80,486 41 762 7,237 36,844 45,052 7,909 92,711 49 064 8 504	230 - 22 35 868 5,221 74,843 36 715 5,711 80,534 41 775 7,241 86,892 45,078 7,815 43,759 45,067 8,508	240 23 35 911 6,225 74,694 98 741 5,715 80 582 44 70H 7 245 95,240 45 099 7,817 93,507 44 110 8,512	250 24 35.934 6.229 74.742 38.764 6.719 80.630 41.821 7.249 86.988 45.122 7.821 93.855 40.134 8.516	260 25 35 957 6,233 74 750 38 757 6 723 50 678 41 844 7,253 57,036 45 146 7,625 93,033 45 146 7,625 93,033 40 167 8 520
NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14020 F06 FIRE LIEUTENANT 14020 F03 FIRE CAPTAIN 13695 F09 F RE BATLALION CHIE	F HR	N 140 13 30.862 5,349 64,193 33.307 5,773 69,279 35.948 6,221 74,771 38.759 6,725 60,703 42.264	D 150 14 30 665 5,353 64 241 33,330 5,777 89 327 35 971 6 235 74 219 36 823 6,729 80,754 42,288	. P. 160 15 32 439 5 623 57,472 35.008 6,068 72,812 37 779 6,488 78 584 20,773 7 (6) 84,809 44,809 44,412	C1 , 170 16 32 462 5,627 07 220 35 629 5 072 72,860 37 662 5,522 78,628 40 766 2 37, 34 857 44,435	R         180           12         185         5         5         5         13         6         7         5         6         3         5         5         5         1         6         7         5         6         3         5         5         5         1         6         7         6         7         6         7         7         5         6         5         6         7         7         5         6         7         6         7         7         5 </td <td><b>S</b> <b>190</b> <b>18</b> <b>34</b> 111 5,913 70,950 <b>36</b>,508 6 080 76,557 <b>30</b> 747 6,884 82 612 7,426 89,151 43 642</td> <td>T           200           19           34 134           5,917           70 4583           36 829           8 364           76,655           39 74*           6 588           82 652           42 891           7,433           59,200           45 705</td> <td>U 210 20 34 157 5 921 71 046 36 552 6 388 76,603 39 764 6,892 82 708 42 908 7 437 99 244 46 725</td> <td>V 220 21 35 855 6,217 74,598 35 695 6,707 80,486 41 782 7,237 36,844 45,052 7,909 92,711 49 064</td> <td>230 - 22 35 888 5,221 74,843 38 718 5,711 80,534 41,775 7,241 86,852 45,078 7,815 43,759 44,067</td> <td>240 23 35 911 6,225 74,694 98 741 5,715 80 582 44 708 7 245 85,240 45 099 7,817 93,807 46 110</td> <td>250 24 35,934 6,229 74,742 38,764 6,719 80,630 41,821 7,249 86,988 45,122 7,821 93,855 45,122</td> <td>260 25 35 957 6,233 74 750 38 757 6 723 90 676 41 844 7,253 97,036 45 145 7,625 93,903 45 145</td>	<b>S</b> <b>190</b> <b>18</b> <b>34</b> 111 5,913 70,950 <b>36</b> ,508 6 080 76,557 <b>30</b> 747 6,884 82 612 7,426 89,151 43 642	T           200           19           34 134           5,917           70 4583           36 829           8 364           76,655           39 74*           6 588           82 652           42 891           7,433           59,200           45 705	U 210 20 34 157 5 921 71 046 36 552 6 388 76,603 39 764 6,892 82 708 42 908 7 437 99 244 46 725	V 220 21 35 855 6,217 74,598 35 695 6,707 80,486 41 782 7,237 36,844 45,052 7,909 92,711 49 064	230 - 22 35 888 5,221 74,843 38 718 5,711 80,534 41,775 7,241 86,852 45,078 7,815 43,759 44,067	240 23 35 911 6,225 74,694 98 741 5,715 80 582 44 708 7 245 85,240 45 099 7,817 93,807 46 110	250 24 35,934 6,229 74,742 38,764 6,719 80,630 41,821 7,249 86,988 45,122 7,821 93,855 45,122	260 25 35 957 6,233 74 750 38 757 6 723 90 676 41 844 7,253 97,036 45 145 7,625 93,903 45 145
NOTES FIREFFIGHTER 14050 F02 FIRE SPECIALIST 14020 F06 FIRE LIEUTENANT 14020 F05 FIRE CAPTAIN 13695 F09 F RE BATTALION CHIE 12905	F HR MONT GRADE PAYSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR	N 140 140 13 30.862 5,349 84,193 33.307 5,773 69,279 35.948 6,231 74,771 36.703 42.064 7.326	<b>b</b> <b>150</b> <b>14</b> 30 665 5,355 64 241 33,330 5,777 69 327 35 971 6 235 74 219 36 823 6,729 80,754 42,288 7,320	. P. 160 15 32 439 5 623 57,472 35,006 6,068 72,812 37 779 6 548 78 569 40,779 7 067 84,809 44 412 7 595	C1 , 170 16 32 462 5,627 72,860 35 629 5 672 72,860 37 662 5,552 78,628 40 756 7 371 34 857 44,435 7,702	R         180           12         185         5         5         5         131         6         7         506         35         552         6         7         6         7         7         9         37         625         6         5         5         7         6         5         6         5         6         5         6         5         6         5         6         5         6         5         6         6         5         6         5         6         5         6         5         6         5         6         6         5         6         7         7         6         7         7         7         5         8         4         9         5         3         4         4         6         7         7         6         7         7         6         7         7         6         7         7         6         7         7         6         7         7         7         6         7         7         6         7         7         6         7         7         6         7         7         6         7         7         6         7         7	<b>S</b> <b>190</b> <b>18</b> <b>34</b> 111 5,913 7C,950 <b>36</b> ,508 6 380 76,557 <b>30</b> 717 6,854 82,612 <b>42</b> 869 7,426 83,151 <b>43</b> 649 8,992	T           200           19           34 134           5,917           70 4953           36 829           6 364           76,605           39 74*           6 588           62 565           42 895           7,435           59,200           46 705           8 396	U 210 20 34 157 5 921 71 045 36 652 6 388 76,603 39 764 6,892 82 708 42 908 7 437 99 244 46 725 8,100	V 220 21 35 855 6,217 74,598 35 695 6,707 80,486 41 762 7,237 36,844 45,052 7,909 92,711 49 064 8 504	230 - 22 35 868 5,221 74,843 36 715 6,711 80,534 41 775 7,24 86,892 45,078 7,815 43,759 45,067 8,508	240 23 35 911 6,225 74,694 98 741 5,715 80 582 44 70H 7 245 95,240 45 099 7,817 93,507 44 110 8,512	250 24 35.934 6.229 74.742 38.764 6.719 80.630 41.821 7.249 86.988 45.122 7.821 93.855 40.134 8.516	260 25 35 957 6,233 74 750 38 757 6 723 50 678 41 844 7,253 57,036 45 146 7,625 93,033 45 146 7,625 93,033 40 167 8 520
NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14020 F03 FIRE LIEUTENANT 14020 F03 FIRE CAPTAIN 13695 F09 F RE BATTALION CHIE 12905 F10	F HR MONT GRADE PAYSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR	N 140 13 30.862 5,349 84,193 35.973 69,279 35.948 6,231 74,771 38.759 6,725 60,703 42.064 7.376 87.010	<b>b</b> <b>150</b> <b>14</b> 30 685 5,355 <b>64</b> 241 <b>33,330</b> 5,777 <b>89,327</b> <b>35,971</b> <b>6,235</b> <b>74,819</b> <b>16,223</b> <b>6,729</b> <b>80,754</b> <b>42,288</b> <b>7,350</b> <b>87,958</b>	. P. 160 15 32 439 5 629 57,472 35,006 6,068 72,812 37 779 6 548 78 50/1 40,773 7 16/ 84,809 44 412 7 595 92 377	C1 , 170 16 32 462 5,627 07 520 35 629 5 672 72,860 37 662 5,552 78,628 40 796 7 271 34 857 44,435 7,702 92 425	R         180           12         185         5         5         5         131         6         7         5         6         3         5         5         5         3         1         6         7         5         6         3         7         5         6         6         7         6         6         7         7         5         8         4         6         7         7         6         2         4         7         7         6         2         4         7         7         6         2         4         7         7         6         2         4<	<b>S</b> 190 18 34 111 5,913 70,950 30,507 6,384 82,612 42,862 7,425 8,9151 43,642 8,952 97,098	T         200         19           34         134         5,917           70         953         36         829           6         364         75,005         39         74*           7         6         89         82         560           42         895         7,435         59,220           42         79,505         8,292,200         46         705           45         70,505         9,7148         874         148	U 210 20 34 157 5 921 71 045 36 552 6 328 76,603 39 764 6,892 82 708 42 908 7 437 99 244 46 725 8,150 57,154	V 220 21 35 855 6,217 74,508 35 645 6,707 80,485 41 752 7,237 36,844 45,052 7,909 92,741 49 064 8,504	230 - 22 35 868 5,221 74,843 36 718 5,717 80,534 41 775 7,241 86,852 45,075 7,815 48,759 40,067 6,508 105,102	240 23 35 011 6,225 74,694 38 741 5,715 80 582 44 708 7 245 35,240 45 099 7,817 90,607 40 110 8,512 102,150	250 24 35,934 6,229 74,742 38,764 6,719 80,630 41,821 7,249 86,988 45,122 7,821 93,565 45,122 7,821 93,565 40,134 85,516 102,198	250 25 35 957 6,233 74 750 38 757 6 723 50 678 41 844 7,253 57,036 45 145 7,625 93,003 40 157 8 522 102,246
NOTES FIREFFIGHTER 14050 F02 FIRE SPECIALIST 14020 F03 FIRE LIEUTENANT 14020 F03 FIRE CAPTAIN 13695 F09 F RE BATTALION CHIE F09 F RE DIVISION CHIEF	F HR MONT GRADE PAYSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR	N 140 140 13 30.862 5,349 84,193 33.307 5,773 69,279 35.948 6,231 74,771 38.759 5,703 42.264 7.376 87.510 45.822	D 150 14 30 685 5,355 64 241 33,330 5,777 89 327 35 971 6 235 74 819 26 823 6,729 80,754 42,288 7 (3)0 87,958 45 845	. P. 160 15 12 439 5 629 57,472 35.006 6,088 72.812 37 779 6 548 78 50/1 40,773 7 (6/ 84,809 41 412 7 595 92 377 47 957	Cl 170 16 32 462 5,627 07 520 35 629 5 072 72,860 37 662 5,552 78,628 40 796 7 571 34 857 44.435 7,702 92 425 47 960	R         180           12         185         5         5         5         131         6         7         5         6         35         5         5         131         6         7         5         6         7         6         7         7         9         6         7         7         9         8         7         2         9         8         7         2         5         6         7         7         9         8         7         2         9         8         7         6         7         7         2         9         8         7         6         7         7         2         9         8         7         6         5         6         5         5         6         5         5         6         5         5         6         5         5         6         5         5         6         5         5         6         5         5         8         2         5         8         4         2         7         7         6         4         4         6         7         7         6         2         4         7         7         6         2 <td< td=""><td><b>S</b> 190 18 34 114 5,913 70,950 36,508 6 320 76,557 30 747 6,884 82 612 42 852 7,429 89,151 40 649 8,092 97 398 57 398</td><td>T           200           19           34 134           5,917           70 958           36 829           6 364           76,005           39 74*           6 589           82 560           42 881           7,435           59,200           45 705           87 148           50 406</td><td>U 210 20 34 157 5 921 71 046 36 652 6 388 76,603 39 764 6,892 82 708 42 908 7 437 99 244 46 725 8,150 97,154 50,420</td><td>V 220 21 35 855 6,217 74,598 35 695 6,707 80,485 41 709 7,237 36,844 45,052 7,909 92,711 49 064 8 504 102 054 51 051</td><td>230 - 22 35 888 5,221 74,843 38 718 5,717 80,534 41 775 7,247 86,852 45,078 7,815 48,759 40,067 6,508 105,109 52,974</td><td>240 23 35 911 6,225 74,694 58 741 5,715 80 582 44 788 7 245 85,940 45,099 7,817 90,807 44 110 8,512 102,153 52 907</td><td>250 24 35,934 6,229 74,742 38,764 6,719 60,630 41,821 7,249 86,988 45,122 7,821 93,865 45,122 7,821 93,865 45,122 7,821 93,865 45,122 7,821 93,865 45,122 7,821 93,865 45,122 7,821 93,865 45,122 7,821 93,865 45,122 7,821 93,865 45,122 7,821 93,865 45,122 7,821 85,934 45,122 7,824 85,934 45,122 7,824 85,934 45,123 7,824 85,934 45,123 7,824 85,934 45,123 7,934 85,934 45,123 7,934 85,934 45,123 7,934 85,934 45,123 7,934 85,934 45,123 7,934 85,934 45,123 7,934 85,934 85,934 85,934 85,934 85,934 85,934 95,934 85,935 85,934 85,935 85,935 85,934 85,935 85,955 85,955 85,935 85,955 85,955 85,955 85,955 85,955 85,955 85,955 85,955 85,955 85,9555 85,9555 85,9555 85,9555 85,9555 85,9555 85,9555 85,9555 85,9555 85,95555 85,9555 85,95555 85,955555 85,95555555555</td><td>250 25 35 957 6,233 74 790 38 757 6 723 80 678 41 844 7,253 97,036 45 145 7,625 93,063 40 157 8 520 102,246 53 043</td></td<>	<b>S</b> 190 18 34 114 5,913 70,950 36,508 6 320 76,557 30 747 6,884 82 612 42 852 7,429 89,151 40 649 8,092 97 398 57 398	T           200           19           34 134           5,917           70 958           36 829           6 364           76,005           39 74*           6 589           82 560           42 881           7,435           59,200           45 705           87 148           50 406	U 210 20 34 157 5 921 71 046 36 652 6 388 76,603 39 764 6,892 82 708 42 908 7 437 99 244 46 725 8,150 97,154 50,420	V 220 21 35 855 6,217 74,598 35 695 6,707 80,485 41 709 7,237 36,844 45,052 7,909 92,711 49 064 8 504 102 054 51 051	230 - 22 35 888 5,221 74,843 38 718 5,717 80,534 41 775 7,247 86,852 45,078 7,815 48,759 40,067 6,508 105,109 52,974	240 23 35 911 6,225 74,694 58 741 5,715 80 582 44 788 7 245 85,940 45,099 7,817 90,807 44 110 8,512 102,153 52 907	250 24 35,934 6,229 74,742 38,764 6,719 60,630 41,821 7,249 86,988 45,122 7,821 93,865 45,122 7,821 93,865 45,122 7,821 93,865 45,122 7,821 93,865 45,122 7,821 93,865 45,122 7,821 93,865 45,122 7,821 93,865 45,122 7,821 93,865 45,122 7,821 93,865 45,122 7,821 85,934 45,122 7,824 85,934 45,122 7,824 85,934 45,123 7,824 85,934 45,123 7,824 85,934 45,123 7,934 85,934 45,123 7,934 85,934 45,123 7,934 85,934 45,123 7,934 85,934 45,123 7,934 85,934 45,123 7,934 85,934 85,934 85,934 85,934 85,934 85,934 95,934 85,935 85,934 85,935 85,935 85,934 85,935 85,955 85,955 85,935 85,955 85,955 85,955 85,955 85,955 85,955 85,955 85,955 85,955 85,9555 85,9555 85,9555 85,9555 85,9555 85,9555 85,9555 85,9555 85,9555 85,95555 85,9555 85,95555 85,955555 85,95555555555	250 25 35 957 6,233 74 790 38 757 6 723 80 678 41 844 7,253 97,036 45 145 7,625 93,063 40 157 8 520 102,246 53 043
NOTES FIREFFIGHTER 14050 F02 FIRE SPECIALIST 14020 F06 FIRE LIEUTENANT 14020 F05 FIRE CAPTAIN 13695 F09 F RE BATTALION CHIE 12905 F10 FRE DIVISION CHIEF 14015 F11	F HR MONT GRADE PAYSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR	N 140 140 13 30 862 5,349 84,193 33 307 5,773 69,279 35 948 6,221 74,771 38 /59 6,725 80,703 42 204 7 328 87 510 45 822 7,978	D 150 14 30 665 5,355 64 241 33,330 5,777 89 327 35 971 6;235 74 219 36 823 6,729 80,754 42,288 7,358 45,845 7,912	. P. 160 15 12 439 5 629 57,472 35.006 6,088 72.812 37 779 6 148 78 50/1 40,779 7 (6/ 84,809 414 412 7 592 92 377 47 957 8 300	C1 , 170 16 32 462 5,627 (7 20) 35 629 5 672 72,860 37 662 5,552 78,628 40 766 7 071 04 857 44,435 7,702 92 425 47 660 8,313	R         180           12         185         5 531           32         485         5 531           67         506         35 552           6         570         72.908           37.825         6.558         76.676           41         820         7.775           84         505         44.468           7,706         52.473         47.985           47.985         8.317	<b>S</b> <b>190</b> <b>18</b> <b>34</b> 114 <b>5,913</b> <b>70,950</b> <b>36,608</b> <b>6</b> 380 <b>76,557</b> <b>30,717</b> <b>6,854</b> <b>82,612</b> <b>42,862</b> <b>7,426</b> <b>83,151</b> <b>43,642</b> <b>8,092</b> <b>97,098</b> <b>56,089</b> <b>8,092</b> <b>97,098</b> <b>56,089</b> <b>8,092</b> <b>97,098</b> <b>56,089</b> <b>56,089</b> <b>56,080</b> <b>56,080</b> <b>56,080</b> <b>56,080</b> <b>56,080</b> <b>56,080</b> <b>56,080</b> <b>56,080</b> <b>56,080</b> <b>56,080</b> <b>56,080</b> <b>56,080</b> <b>56,080</b> <b>56,080</b> <b>56,080</b> <b>56,080</b> <b>56,080</b> <b>57,417</b> <b>56,080</b> <b>57,420</b> <b>80,092</b> <b>97,098</b> <b>56,092</b> <b>97,098</b> <b>56,092</b> <b>97,098</b> <b>56,092</b> <b>97,098</b> <b>56,092</b> <b>97,098</b> <b>56,093</b> <b>56,092</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,095</b> <b>57,0</b>	T         200         19           34 134         5,917         70 4953           36 329         6 364         76,605           39 74*         5 88         82 550           42 895         7,433         59,200           46 705         8 096         97 145           50 406         8,737         104,845	U 210 20 34 157 5 921 71 045 36 652 6 588 76,603 39 764 6,802 82 708 42 908 7 437 99 244 46 725 8,100 97 194 50,420 8,744	V 220 21 35 855 6,217 74,598 35 695 6,707 80,486 41 762 7,237 36,844 45,052 7,909 92,711 49 064 8 504 102 054 51 051 9,176 110 137	230 - 22 35 868 5,221 74,843 36 718 5,711 80,534 41 7/5 7,241 86,852 45,078 7,813 49,759 45,078 105,102 52,574 9,102 110,185	240 23 35 911 6,225 74,694 38 741 5,715 80 582 44 708 7 245 95,240 45 099 7,817 793,607 44 110 8,512 102,153 52 907 9 186 110 233	250 24 35.934 6.229 74.742 38.764 6.719 80.630 41.821 7.249 86.988 45.122 7.821 93.865 45.122 7.821 93.855 45.122 1.124 93.855 1.124 1.124 93.855 1.124	250 25 35 957 6,233 74 750 38 757 5 723 50 676 41 844 7,253 57,036 45 146 7,625 97,036 45 146 7,625 97,036 45 146 7,625 97,036 45 146 7,625 97,036 45 146 7,625 97,036 45 146 7,625 97,036 45 146 7,625 102,246 53 043 9,194
NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14020 F06 FIRE LIEUTENANT 14020 F05 FIRE CAPTAIN 13695 F09 F RE BATTALION CHIE F12985 F10 F;RE DIVISION CHIEF 14015	F HR MONT GRADE PAYSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR	N 140 140 13 30 862 5,349 84,193 33 307 5,773 69,279 35 948 6,221 74,771 38 /59 6,725 80,703 42 204 7 328 87 510 45 822 7,978	D 150 14 30 665 5,355 64 241 33,330 5,777 89 327 35 971 6;235 74 219 36 823 6,729 80,754 42,288 7,358 45,845 7,912	. P. 160 15 12 439 5 629 57,472 35.006 6,088 72.812 37 779 6 148 78 50/1 40,779 7 (6/ 84,809 414 412 7 592 92 377 47 957 8 300	C1 , 170 16 32 462 5,627 (7 20) 35 629 5 672 72,860 37 662 5,552 78,628 40 766 7 277 44,435 7,702 92 425 47 660 8,313	R         180           12         185         5 531           32         485         5 531           67         506         35 552           6         570         72.908           37.825         6.558         76.676           41         820         7.775           84         505         44.468           7,706         52.473         47.985           47.985         8.317	<b>S</b> <b>190</b> <b>18</b> <b>34</b> 111 5,913 70,950 <b>36,508</b> 6,080 6,080 76,557 <b>30</b> 747 6,884 82,612 7,425 89,151 <b>42</b> 869 7,425 89,151 <b>43</b> 649 8,092 97,098 <b>5</b> ,098 <b>5</b> ,098 <b>5</b> ,093	T         200           19         34 134           5,917         70 458           36 829         6 364           70,655         39 741           6 589         82 650           42 885         7,435           7,435         59,200           46 705         8,596           97 148         50 406           5,737	U 210 20 34 157 5 921 71 046 36 652 6 388 76,603 39 764 6,892 82 708 42 908 7 439 99 249 46 725 8,100 97,194 50,420 8,741	V 220 21 35 855 6,217 74,598 35 895 6,707 80,485 41 782 7,237 36,844 45,052 7,909 92,741 49 664 8,594 102,054 51 651 9,175	230 - 22 35 888 5,221 74,843 38 715 5,711 80,534 41 775 7,241 86,862 45,078 7,815 93,759 40,667 6,508 102,102 50,974 9,102	240 23 35 911 6,225 74,694 98 741 5,715 80 582 44 718 7 245 95,940 45 039 7,817 90,507 44 110 8,512 102,153 52 907 9 186	250 24 35,934 6,229 74,742 38,764 6,719 80,630 41,821 7,249 86,988 45,122 7,821 93,855 40,134 8,516 102,198 53,020 9,150	250 25 35 957 6,233 74 790 38 757 6 723 80 678 41 844 7,253 87,036 45 145 7,625 93,003 49 157 8 520 102,246 53 043 9,194

40 Hour Week (With Longevity)

Rank Differentials. (All rank differential are 8% except Captain to Battal on Chief is 9% and Division Chief to Assistant Chief is 12.8% Step Structure: 5% step increase at years 6, 9.12-15, 18 & 21 year and 9.15% increase at 3 year

# City of Austin Fire Pay Schedule 5.5% Increase Effective 01/07/07

						eek (W								
	GRADE.	Å	8	С	D	E	F	G	· · H	. 1	1	<b></b> K	L .	M
	PAYSTEP	. 10	20	30	40	50	60	70	80	90	100	110	120	130
· · ·	YEAR	BASE	1	2	3.		5 .	6	7		9	10	11	12
FIFEFIGHTER	HR	15 452	16 642	18 2⊌1	19 976	19.696	20 014	21 027	21 C44	21,062	22 126	22 !43	22 160	23 275
14050	MC	3 -55	7 858	4 20*	4 585	4,593	4,597	4 629	4 833	4.8.7	5 082	5 036	5 090	5 345
F02	YR	12 667	45 417	50 410	55 (62	55,110	55 158	57,950	57 598	58,046	60,978	61.025	61.074	64 145
FIRE SPECIALIST	HR			19 751	21 573	21,591	21.608	22 70 <i>*</i>	22 718	22,735	23 853	23 900	23 918	25 120
1402:	MO			4 506	4 955	4,959	4,953	5,214	5.218	5,222	5,485	5 499	5,493	5 759
F06	чн			54,435	19,456	55 504	59,552	62 563	62,611	65,659	e5 822	0.8.60	65 918	69,231
FIRE LICUTENANT	HR					23,312	21 330	24 508	74 526	24 543	/5 781	25 750	25 816	27 113
14020	MO					5,354	5,358	5 620	5 632	5,637	5 121	5,825	5,929	5,227
F08	YR					64,249	64,237	67,545	57,593	57 641	71.053	71 101	71 149	74 723
FIRE CAPITAIN	HR							26 451	29.478	23 4 95	21.004	27 849		111 ··· • •
	MO										27831		:7 8GF	29 255
13965 F09								6,077	6,091	6.085	6 392	ē 356	6 400	8721
60.2	ΥR							72 925	72,973	/3,025	6 67	76,751	76 74º	80,655
FIRE BATTALION CHIE										22 867	36 322	30 359	2ú 357	31 880
13985	MO									5 5 K	F 964	5 968	F 970	7 322
F 10	YR									79.550	83 567	83 6 1 5	<b>53 65</b> 3	87 862
FIRE DIVISION OH EF	нн									31 166	32 735	32.752	32 770	34,414
14015	MO									7:58	7.518	7 522	7,526	7 904
F11	ΥR									85 893	90.219	90 266	90.314	94,845
	EF HR													
FIRE ASSISTANT CHIE														
FIRE ASSISTANT CHIE														
FIRE ASSISTANT CHIE 10935 F12 NOTES	MO YH	TH & ANN	UAL PAY	RATES 4		ROXIMAT	IONS DU	E TO ST	ATISTICA		DING.			
10935 f12	MO YR MONT GRADE PAYSTEP	Ň 140 '	0 . 150	P .160	Q 170	R 180	'S: 190	T 200	U 210	V 220	W 230	X 240	ý 250	Z 260
10935 f12	MO YR MONT GRADE	Ń	0.	P	a	R	· <b>S</b> .	Ť.		v	W			
10935 f12	MO YR MONT GRADE PAYSTEP	Ň 140 '	0 . 150	P .160	Q 170	R 180	'S: 190	T 200	U 210	V 220	W 230	240	250	280
-0935 f12 NOTES	MO YR MONT GRADE PAYSTEP YEAR	N 140 13	0 150 14	P .160 _18	Q 170 16	R 180 17	S: 190 18	T 200 19	U 210 20	V 220 21	W 230 22	240 23	250 24	260 25
-0935 f12 NOTES FIREFIGHTER	MO YH MONT GRADE PAYSTEP YEAR 11R	N 140 13 23 292	0 150 14 23 310	P .160 18 24 492	Q 170 16 24 499	R 180 17 24,517	5: 190 18 25 744	T 200 49 25 761	U 210 20 25 779	V 220 21 27.008	W 230 22 27 085	240 23 27 102	250 24 27 120	260++ 25 27 137
*0935 f12 NOTES FIREFIGHTER 14050	MO YR MONT GRADE PAYSTEP YEAR HR MO	N 140 13 22 292 5,349 64,197	0 150 14 23 310 5,253 64,241	P .160 18 24 492 5 623 67,472	Q 170 16 24 499 5.627	<b>R</b> 180 17 24.517 5,631 67 568	'S; 190 18'' 25 744 5,913 70 950	T 200 19 25 761 5.917	U 210 20 25 779 5 021	V 220 21 27 (66 6,217 74 535	<b>W</b> <b>230</b> <b>22</b> 27.085 5,221	240 23 27 102 5 225 74,694	250 24 27 120 6,229	260 25 27 137 6 233 74,790
*0935 f12 NOTES FIREFIGHTER 14C50 F:2	MO YR MONT GRADE PAYSTEP YEAR HR MO YR	N 140 13 23 292 5,349	0 150 14 23 310 5,253	P .160 18 24 482 5 623	Q 170 16 24 499 5.627 57.520 25 437	<b>R</b> 180 17 24.517 5,631 67 568 26 454	\$; 190 18 25 744 5,913	Ť 200 19 25 761 5,917 70 998	<b>U</b> 210 20 25 779 5 021 71,046	V 220 21 27.006 6,217	W 230 22 27 (%)5 5,221 74 646	240 23 27 102 5 225	250 24 27 120 6,229 74,742	260++ 25 27 137 6 233 74,790 29 273
FIREFIGHTER FIREFIGHTER 14050 F:22 FIRE SPECIALIST	MO YR MONT GRADE PAYSTEP YEAR HR MO YR HR	N 140 13 22 292 5,349 64,192 25,137	0. 150 14 23 310 5.253 64,241 25.155	P .160 18 24 482 5 623 67,472 26 423	Q 170 16 24 499 5.627 57.620	<b>R</b> 180 17 24.517 5,631 67 568	5: 190 18 <sup></sup>	T 200 19 25 761 5,917 70 998 27 796	<b>U</b> 210 20 25 779 5 021 71,046 27 813	V 220 21 27 (466 6,217 74 539 29 264	W 230 22 27 085 5,221 74 646 26,221	240 23 27 102 5 225 74,094 29 239	250 24 27 120 6,229 74,742 25 256	260 25 27 137 6 233 74,790
*0935 f12 NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025	MO YR MONT GRADE PAYSTEP YEAR HR MO YR HR MO	N 140 13 22 292 5,349 64,192 25,137 5,773	O 150 14 23 310 5,255 64,241 25,155 5,777	P .160 18 24 482 5 623 67,472 26 423 6.068	Q 170 16 24 499 5.627 57.520 25 437 6.072	R 180 17 24.51/ 5.631 67.568 26.454 6.976	5: 190 18 <sup></sup>	T 200 19 25 761 5,917 70 998 27 796 6,584	<b>U</b> 210 20 25 779 5 021 71,046 27 813 6,386	V 220 21 27 (66 6,217 74 538 29 264 6,767	W 230 22 27 085 5,221 74 646 20.22* 8,71*	240 23 27 102 5 225 74,694 29 239 5 715	250 24 27 120 6,229 74,742 25 256 6,719	260
*0935 f12 NOTES FIREFIGHTER 14050 f:2 FIRE SPECIALIST 14025 f:6	MO YR MONT GRADE PAYSTEP YEAR HR MO YR HR MO YR	N 140 13 22 292 5,349 54,197 25,137 5,773 59,279	0 150 14 23 310 5,253 64,241 25,155 5,777 69,327	P .160 18 24 482 5 623 67,472 26 423 6.368 72 812	<b>Q</b> 170 16 24 499 5.627 67.620 26 437 6.072 72,860	<b>R</b> 180 17 24.51/ 5,631 67 568 26 454 6,076 72,908	5, 190 18 25 744 5,913 70 950 27,778 6 380 76,567	T 200 19 25 /61 5.917 70 998 27 796 6.584 78,605	<b>U</b> 210 25 779 5 021 71,046 27 813 8,388 76,653	V 220 21 27 (466 6,217 74 538 29 264 6,707 80,488	W 230 22 27 045 5,221 74 646 26,221 8,711 80,534	240 23 27 102 5 225 74,094 29 239 5 715 50 582	250 24 27 120 6,229 74,742 25 256 6,719 80 630	260 25 27 137 6 233 74,790 29 273 6 723 80 878 31 980
19935 F12 NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F1.G FIRE LIEUTENANT	MO YR MONT GRADE PAYSTEP YEAR HR MO YR HR MO YR HR	<b>N</b> 140 13 22 292 5,349 54,192 25,137 5,773 59,279 27 130	0 150 14 23 310 5.253 64,241 25.155 5,777 69,327 27 140	P 160 18 24 452 5 623 67,472 26 423 6.566 72 812 28 512	Q 170 16 24 499 5.527 57.520 26 437 6.C72 72.860 26 530	<b>R</b> <b>180</b> <b>17</b> 24.517 5,631 67 568 26 454 6.076 72,908 28.547	5: 190 18 25 744 5,912 70 950 27,778 6 360 76,507 29 975	T 200 19 25 /61 5,917 70 998 27 796 6,584 76,605 29 993	<b>U</b> 210 20 25 779 5 021 71,046 27 813 8,388 76,653 20 010	V 220 21 27 (-05 6,217 74 535 29 204 6,707 80,486 31 511	W 230 22 27 045 5,221 74 646 26,22* 6,71* 80,534 31 528	240 23 77 *02 5 225 74,694 29 239 5 715 90 582 31 546	250 24 27 120 6,229 74,742 25 256 6,719 80 630 31 565	<b>260</b> 25 27 137 6 233 74,790 29 273 6 723 80 878
*0935 f12 NOTES FIREFIGHTER 14050 F:2 FIRE SPECIALIST 14025 F:6 FIRE LIEUTENANT 14020 F02	MO YR MONT GRADE PAYSTEP YEAR HR MO YR HR MO YR HR MO YR	N           140           13           22 292           5,549           74,192           26.137           5,773           59,279           27,130           6,231           74,771	0. 150 14 23 310 5.555 64,241 25.155 5,777 69,327 27 148 6,225 74 319	P 160 18 24 482 5 023 07,472 26 423 6 068 72 812 6 580 78 580	Q 170 16 24 499 5.527 57.520 26 437 6.C72 72.860 28 530 0.552 73 028	<b>R</b> <b>180</b> <b>17</b> <b>24</b> .517 5.631 67 568 26 454 6.576 72.908 28.547 6.559 78.676	5; 190 18 25 744 5,912 70 950 27,778 6 350 76,507 28 975 6 854 82 612	T 200 19 25 /61 5,917 70 998 27 796 6,584 76,655 29 993 8,889	<b>U</b> 210 20 25 779 5 921 71,046 27 813 8,368 76,653 20 010 6,8%2 82 708	V 220 21 27 (466 6,217 74 539 29 264 6,767 80,488 31 511 7 237 86,444	W 230 22 27 085 5,221 74 646 26,224 8,711 80,534 31 528 7 241 86,832	240 23 27 102 5 225 74,094 29 239 5 715 50 582 31 546 7 244 86,543	250 24 27 120 6,229 74,742 25 256 6,719 80 630 31 565 7,249 86 988	260 25 27 137 6 233 74,790 29 273 6 723 80 878 31 680 7,253
*0935 F12 NOTES FIREFIGHTER 14050 F:2 FIRE SPECIALIST 14025 F:0 FIRE LIEUTENANT 14020 F02 FIRE CAPTAIN	MO YR MONT GRADE PAYSTEP YEAR HR MO YR HR MO YR HR MC YR HR	N 140 13 22 292 5,549 54,199 25,137 5,773 59,279 27 130 6,23 74,771 29 283	0. 150 14 23 310 5,353 64,241 25,155 5,777 69,327 27 148 6,235 74 919 29,300	P         .160           18         24 482         5 623           27,472         26 423         6.068           72 812         28 512         6.548           73 580         30.772	Q 170 16 24 499 5.627 67.520 26 437 6.C72 72.860 28 530 0.552 73 028 30 790	<b>R</b> <b>180</b> <b>17</b> <b>24</b> .517 <b>5</b> ,631 <b>67</b> 566 <b>26</b> 434 <b>6</b> .976 <b>72</b> .908 <b>28</b> .547 <b>6</b> .559 <b>78</b> .676 <b>30</b> 807	<b>5</b> , <b>190</b> <b>19</b> <b>25</b> ,744 <b>5</b> ,913 70,950 27,778 6,380 76,567 26,975 6,854 82,612 32,348	T 200 19 25 /61 5,917 70 998 27 796 6,584 76,605 29 993 8,889 92 560 32 365	U 210 20 25 779 5 021 7 1,046 27 813 8,368 76,653 20 /010 6,8%2 22 20 32 203	V 220 21 27 (466 6,217 74 539 29 264 6,767 80,488 31 511 7 237 86,444 34,062	W 230 22 27 085 5,221 74 646 26,224 6,717 80,534 31 528 7 24 86,832 34 020	240 23 27 102 5 225 74,094 29 235 5 715 90 582 31 546 7 245 86,943 34 037	250 24 27 120 6,229 74,742 29 256 6,719 80 630 31 565 7,249 86 988 34 055	260
*0935 f12 NOTES FIREFIGHTER 14050 F:2 FIRE SPECIALIST 14025 F:6 FIRE LIEUTENANT 14020 F02	MO YR MONT GRADE PAYSTEP YEAR HR MO YR HR MO YR HR MO YR	N           140           13           22 292           5,549           74,192           26.137           5,773           59,279           27,130           6,231           74,771	0. 150 14 23 310 5.555 64,241 25.155 5,777 69,327 27 148 6,225 74 319	P 160 18 24 482 5 023 07,472 26 423 6 068 72 812 6 580 78 580	Q 170 16 24 499 5.527 57.520 26 437 6.C72 72.860 28 530 0.552 73 028	<b>R</b> <b>180</b> <b>17</b> <b>24</b> .517 5.631 67 568 26 454 6.576 72.908 28.547 6.559 78.676	5; 19D 18 25 744 5,912 70 950 27,778 6 350 76,507 28 975 6 854 82 612	T 200 -19 25 /61 5.917 70 998 27 796 6.384 76.635 29 993 8.889 92 563	<b>U</b> 210 20 25 779 5 921 71,046 27 813 8,368 76,653 20 010 6,8%2 82 708	V 220 21 27 (466 6,217 74 539 29 264 6,767 80,488 31 511 7 237 86,444	W 230 22 27 085 5,221 74 646 26,224 8,711 80,534 31 528 7 241 86,832	240 23 27 102 5 225 74,094 29 239 5 715 50 582 31 546 7 244 86,543	250 24 27 120 6,229 74,742 25 256 6,719 80 630 31 565 7,249 86 988	260
*0935 F12 NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F1.G FIRE LIEUTENANT 14020 F02 FIRE CAPTAIN 13995 F09	MO YR MONT GRADE PAYSTEP YEAR HR MO YR HR MO YR HR MC YR HR MO YR HR	N 140 13 22 292 5,340 44,192 25,137 5,773 59,279 27,130 6,23 74,771 29 283 6,724 P0 /C3	0. 150 14 23 310 5.353 64,241 25.155 5.777 69,327 27 148 6.235 74 519 29.300 5.729 80,751	P           160           18           24 482           5 623           67,472           26 423           6.066           72 812           28 512           6.568           74 580           90,772           7.067           64 309	Q 170 16 24 499 5.527 57.620 26 437 6.722 72.860 26 530 0.552 78 028 30 790 7.971 24.857	R         17           17         24.517           5,631         67.568           26.454         6.076           72.9058         28.547           6.559         78.676           30.807         7.075           84.505         29.54	'S;           190           18           25 744           5,913           70 950           27,778           6 360           76,507           29,975           6 864           32 612           32 348           7 425           89,152	T 200 19 25 /61 5,917 70 998 27 796 6,584 76,655 29 993 8,889 52 565 32 366 7 4,53 89 200	U 210 20 25 779 5 021 71,046 27 813 8,368 76,653 20 010 6,842 22 708 32 263 7 437 89 246	V 220 21 27 (466 A,217 74 539 29 264 6,767 80,486 31 511 7 237 86,444 34,062 7,809 53,711	W 230 22 27 (%5 5,221 74 646 29,22* 8,711 80,534 31 528 7 24* 86,832 34 020 7 813 93 769	240 23 27/102 5.225 74,694 29.239 5.715 50.582 31.546 7.244 86,943 34.037 7,817 93,837	250 24 27 120 6,229 74,742 25 256 6,719 80 630 31 565 7,249 36 988 34 055 7 821 93 855	280 27 137 6 233 74,790 29 273 6 723 80 678 31 260 7,253 81 260 7,253 84 072 7,825 93,903
10935 F12 NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F1G FIRE LIEUTENANT 14020 F03 FIRE CAPTAIN 13995 F09 FIRE HATTALION CHIE	MO YR MONT GRADE PAYSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR	N           140           13           22 292           5,549           64,192           25,137           5,773           59,279           27,130           6,231           74,771           29,283           6,722           80,726           90,763           \$1,698	0. 150 14 23 310 5.353 54,241 25.155 5.777 69,327 27 148 6,235 74 919 29.300 5 729 80,751 31 \$15	P           160           18           24 492           5 623           07,472           26 423           €.066           72 812           28 512           6.580           70,772           7.067           64 309           33 518	Q 170 16 24 499 5.527 57.520 25 437 6.722 72.860 26 530 0.552 78 028 30 790 7.071 24.857 33 536	R         180           17         24,517           5,631         67,568           26,434         6,076           72,908         28,547           28,547         6,559           78,676         30,807           30,807         7,075           84,505         33,553	5: 190 18 25 744 5,912 70 950 27,778 6 380 76,507 29 975 6 864 82 612 32 348 7 425 89,152 35 232	T 200 19 25 /61 5,917 70 998 27 796 6,584 76,655 29 993 6,869 62 565 32 366 7 4,53 89 200 35 249	U 210 20 25 779 5 021 7 1,046 27 813 8,388 76,653 20 010 6,8%2 82 708 32 283 7 437 69 246 55 266	V 220 21 27 (466 A,217 74 539 29 264 6,767 80,486 31 511 7 237 86,444 34,062 7,809 53,711 37,023	W 230 22 5,221 74 646 26,224 8,711 80,534 31 528 7 24 86,832 34 020 7 813 93 769 37 347	240 23 27 102 5 225 74,094 29 239 5 715 00 582 31 546 7 244 86,943 34 037 7,817 53,307 37 035	250 24 27 120 6,229 74,742 25 256 6,719 80 630 31 563 7,249 86 988 34 055 7 821 93 655 37,562	280
*0935 F12 NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F1.G FIRE LIEUTENANT 14020 F02 FIRE CAPTAIN 13995 F09	MO YR MONT GRADE PAYSTEP YEAR HR MO YR HR MO YR HR MC YR HR MO YR HR	N 140 13 22 292 5,340 44,192 25,137 5,773 59,279 27,130 6,23 74,771 29 283 6,724 P0 /C3	0. 150 14 23 310 5.353 64,241 25.155 5.777 69,327 27 148 6.235 74 519 29.300 5.729 80,751	P           160           18           24 482           5 623           67,472           26 423           6.066           72 812           28 512           6.568           74 580           90,772           7.067           64 309	Q 170 16 24 499 5.527 57.620 26 437 6.722 72.860 26 530 0.552 78 028 30 790 7.971 24.857	R         17           17         24.517           5,631         67.568           26.454         6.076           72.9058         28.547           6.559         78.676           30.807         7.075           84.505         29.54	'S;           190           18           25 744           5,913           70 950           27,778           6 360           76,507           29,975           6 864           32 612           32 348           7 425           89,152	T 200 19 25 /61 5,917 70 998 27 796 6,584 76,655 29 993 8,889 52 565 32 366 7 4,53 89 200	U 210 20 25 779 5 021 71,046 27 813 8,368 76,653 20 010 6,842 22 708 32 263 7 437 89 246	V 220 21 27 (466 6,217 74 539 29 264 6,767 80,486 31 511 7 237 86,444 34,062 7,809 53,711 37,025 8 5(4	W 230 22 27 (%5 5,221 74 646 29,22* 8,711 80,534 31 528 7 24* 86,832 34 020 7 813 93 769	240 23 27 102 5 225 74,024 29 239 5 715 00 582 31 546 7 244 86,943 34 037 7,817 93,807 37 035 8,512	250 24 27 120 6,229 74,742 25 256 6,719 80 630 31 565 7,249 36 988 34 055 7 821 93 855	280 27 137 6 233 74,790 29 273 6 723 80 678 31 260 7,253 81 260 7,253 84 072 7,825 93,903
*0935 F12 NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F10 FIRE LIEUTENANT 14020 F03 FIRE CAPTAIN 13595 F09 FIRE HATTALION CHIE 13685 F10	MO YR MONT GRADE PAYSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR	N 140 13 22 292 5,349 54,192 25,137 5,773 55,279 27 130 6,23° 74,771 29 283 6 722 80 763 81 698 7 325 87 913	0. 150 14 23 310 5.253 64,241 25.155 5.777 69,327 27 148 6,235 74 319 29,300 5 729 80,751 31 615 7,330 87,958	P           160           18           24 482           5 623           67,472           26 423           6,068           72 812           28 512           6 548           75 880           20,772           7,067           64 309           33 518           7 509           92 377	Q 170 16 24 499 5.627 67.620 26 437 6.722 72.860 28 530 5.552 78 028 30 790 7.071 24.857 33 536 7.702 92 425	R         180           17         24,517           5,631         67,568           26,434         6.076           72,9028         28,547           28,547         6,559           78,676         30,807           7,075         84,505           33,562         7,705           92,473         24,73	S:           190           13"           25 744           5.913           70 950           27,778           6 380           76.507           26 975           8 2612           37 348           7 425           39,152           35 232           3,032           97,096	T 200 19 25 /61 5,917 70 958 27 796 6,584 76,635 29 993 8,889 92 563 32 366 7 4,53 89 200 35 2459 8 036 97 146	<b>U</b> 210 20 25 779 5 021 71,046 27 813 8,368 76,653 20 /010 6,8%2 82 /08 32 263 7 437 69 246 35 266 8 100 97,194	V 220 21 27 (466 6,217 74 539 29 264 6,767 80,488 31 51 <sup>+</sup> 7 237 86,444 34,062 7,809 93,711 37,023 8 504 162,054	W 230 22 27 085 5,221 74 646 28,224 8,711 80,534 31 528 7 241 86,892 34 020 7 813 93 759 37 347 8 508 102 132	240 23 27 102 5 225 74,694 29 239 5 715 90 582 31 546 7 245 86,943 34 037 7,817 93,307 37 035 8,512 102 150	250 24 27 120 6,225 74,742 26 258 6,719 80 630 31 565 7,249 86 988 34 055 7 821 93 855 37,862 6 516 152,123	280 27 137 6 233 74,790 29 273 6 723 80 878 31 580 7,253 81,035 34 072 7,625 93,903 34 072 7,625 93,903 37 069 8,520 502,246
*0935 F12 NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 FIG FIRE LIEUTENANT 14020 F03 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF F15 FIGH DIVISION CHIEF	MO YR MONT GRADE PAYSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR	N           140           13           22 292           5,340           54,197           25,137           5,773           59,279           27,130           6,231           74,771           29,283           6,720           P0 /G3           81,668           7,326           87,910           34,431	0. 150 14 23 310 5.253 64,241 25.155 5,777 69,327 27 148 6,225 74 319 29,300 5 729 E0,751 21 615 7,330 87,956 34 440	P           160           18           24 482           5 623           67,472           26 423           6,068           72 812           28 512           6,568           70,722           7,067           64 309           33 518           7 693           92,377           36 172	Q 170 16 24 499 5,527 57,520 26 437 6,C72 72,860 28 530 0,552 78 028 30 790 7,071 24,857 33 5,36 7,702 92 425 36 195	R         180           17         24.517           5,631         67.568           26.494         6.076           72.908         28.547           28.547         6.559           78.676         30.807           30.807         7.075           84.505         33.552           7.706         92.473           35.214         35.214	S:           190           13"           25 744           5,913           70 950           27,778           6 380           76,557           28 975           6 884           32 612           37 348           7 420           39,152           35 232           37,096           38 025	T 200 19 25 /61 5,917 70 958 27 796 6,584 76,605 29 903 8,889 92 560 32 366 7 433 89 200 35 245 8 096 97 146 38 042	U 210 20 25 779 5 021 71,046 27 813 6,366 76,653 20 010 6,8%2 22 708 32 283 7 437 59 246 35 266 8 100 97,194 36 900	V 220 21 27 (466 A,217 74 538 29 264 6,767 80,488 31 51 <sup>-</sup> 7 237 86,444 34,062 7,809 53,711 37,025 8 504 162,054 39 962	W 230 22 27 085 5,221 74 646 26,224 8,711 80,534 31 528 7 241 86,832 34 020 7 813 93 759 37 347 8 508 102 152 39 950	240 23 27 102 5 225 74,694 29 239 5 715 5 00 582 31 546 7 241 86,543 34 037 7,817 53,807 37 035 8,512 100 100 39 598	250 24 27 120 6,229 74,742 29 258 6,719 80 630 31 565 7,249 86 988 34 055 7 821 93 655 8 516 102,123 40 015	280
*0935 F12 NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F10 FIRE LIEUTENANT 14020 F03 FIRE CAPTAIN 13595 F09 FIRE HATTALION CHIE 13685 F10	MO YR MONT GRADE PAYSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR	N 140 13 22 292 5,349 54,192 25,137 5,773 55,279 27 130 6,23° 74,771 29 283 6 722 80 763 81 698 7 325 87 913	0. 150 14 23 310 5.253 64,241 25.155 5.777 69,327 27 148 6,235 74 319 29,300 5 729 80,751 31 615 7,330 87,958	P           160           18           24 482           5 623           67,472           26 423           6,068           72 812           28 512           6 548           75 880           20,772           7,067           64 309           33 518           7 509           92 377	Q 170 16 24 499 5.627 67.620 26 437 6.722 72.860 28 530 5.552 78 028 30 790 7.071 24.857 33 536 7.702 92 425	R         180           17         24.517           5,631         67.568           26.454         6.076           72.9058         28.547           28.547         6.559           78.676         30.807           30.807         7.075           33.552         7.705           92.473         36.214           8,317         36.214	S:           190           13"           25 744           5.913           70 950           27,778           6 380           76.507           26 975           8 2612           37 348           7 425           39,152           35 232           3,032           97,096	T 200 .19 25 /61 5,917 70 998 27 796 6,384 76,635 29 993 8,889 92 563 32 365 7 433 89 200 35 249 8 096 97 146 38 042 8,737	U 210 20 25 779 5 021 71,046 27 813 8,368 76,653 20 010 6,842 22 708 32 263 7 437 69 246 35 266 8 100 97,194 36 060 8,741	V 220 21 27 (466 A,217 74 539 29 264 6,767 80,486 31 511 7 237 86,444 34,062 7,809 53,711 37,625 8 5,64 4162,054 39 962 9,178	W 230 22 27 085 5,221 74 646 28,224 8,711 80,534 31 528 7 241 86,892 34 020 7 813 93 759 37 347 8 508 102 132	240 23 27/102 5.225 74,694 29.239 5.715 5.0582 31.546 7.245 86,943 34.037 7,817 93,807 37.035 8,512 102.150 102.150 102.150 102.150	250 24 27 120 6,229 74,742 25 258 6,719 80 630 31 563 7,249 86 988 34 055 7 821 93 655 8 37,862 6 516 102,123 40 (cts 9 150	280 27 137 6 233 74,790 29 273 6 723 80 878 31 080 7,253 27,035 34 072 7,825 93,903 37 089 8,520 102,246 40 032 9 194
*0935 F12 NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F10 FIRE LIEUTENANT 14020 F03 FIRE CAPTAIN 13955 F09 FIRE FATTALION CHIEF 13985 F19 FIRE DIVISION CHIEF 14015 F11	MO YR MONT GRADE PAYSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR	N 140 13 22 292 5,340 44,192 25,137 5,773 59,279 27,130 6,23 74,771 29 283 6,725 P0 /G3 81,698 7,325 87,913 34,431 7,998	0 150 14 23 310 5.553 64,241 25.155 5.777 63,327 27 140 6.235 74 519 29.300 5.729 E0.75 <sup>-</sup> 31 645 7,330 87,958 34 440 7,912	P           160           18           24 482           5 623           67,472           26 423           6,068           72 812           28 512           6 568           78 580           30,772           7,067           64 309           33 518           7 693           92 377           36 175           8 309	Q 170 16 24 499 5.527 5.627 5.620 25 437 6.072 72,860 26 530 0,552 78 028 30 790 7.071 24,857 33 536 7.702 92 425 36 195 6 312	R         180           17         24.517           5,631         67.568           26.454         6.076           72.9058         28.547           28.547         6.559           78.676         30.807           30.807         7.075           33.552         7.705           92.473         36.214           8,317         36.214	'S;           190           18           25 744           5,913           70 950           27,778           6 360           76,507           29 975           6 864           32 612           32 348           7 425           3,032           9,152           36 032           97,096           38 025           8,733	T 200 .19 25 /61 5,917 70 998 27 796 6,384 76,635 29 993 8,889 92 563 32 365 7 433 89 200 35 249 8 096 97 146 38 042 8,737	U 210 20 25 779 5 021 71,046 27 813 8,368 76,653 20 010 6,842 22 708 32 263 7 437 69 246 35 266 8 100 97,194 36 060 8,741	V 220 21 27 (466 A,217 74 539 29 264 6,767 80,486 31 511 7 237 86,444 34,062 7,809 53,711 37,625 8 5,64 4162,054 39 962 9,178	W 230 22 27/045 5,221 74/646 26,224 8,711 80,534 31/528 7/244 86,832 34/020 7/813 93/769 37/047 8/508 102/102 102 102 102	240 23 27/102 5.225 74,694 29.239 5.715 5.0582 31.546 7.245 86,943 34.037 7,817 93,807 37.035 8,512 102.150 102.150 102.150 102.150	250 24 27 120 6,229 74,742 25 258 6,719 80 630 31 563 7,249 86 988 34 055 7 821 93 655 8 37,862 6 516 102,123 40 (cts 9 150	280 27 137 6 233 74,790 29 273 6 723 80 878 31 080 7,253 27,035 34 072 7,825 93,903 37 089 8,520 102,246 40 032 9 194
*0935 f12 NOTES FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F10 FIRE LIEUTENANT 14020 F03 FIRE CAPTAIN 13990 F03 FIRE HATTALION CHIEF 13985 F10 F13 F13 F14015	MO YR MONT GRADE PAYSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR	N 140 13 22 292 5,340 44,192 25,137 5,773 59,279 27,130 6,23 74,771 29 283 6,725 P0 /G3 81,698 7,325 87,913 34,431 7,998	0 150 14 23 310 5.553 64,241 25.155 5.777 63,327 27 140 6.235 74 519 29.300 5.729 E0.75 <sup>-</sup> 31 645 7,330 87,958 34 440 7,912	P           160           18           24 482           5 623           67,472           26 423           6,068           72 812           28 512           6 568           78 580           30,772           7,067           64 309           33 518           7 693           92 377           36 175           8 309	Q 170 16 24 499 5.527 5.627 5.620 25 437 6.072 72,860 26 530 0,552 78 028 30 790 7.071 24,857 33 536 7.702 92 425 36 195 6 312	R         180           17         24.517           5,631         67.568           26.454         6.076           72.9058         28.547           28.547         6.559           78.676         30.807           30.807         7.075           33.552         7.705           92.473         36.214           8,317         36.214	'S;           190           18           25 744           5,913           70 950           27,778           6 360           76,507           29 975           6 864           32 612           32 348           7 425           3,032           9,152           36 032           97,096           38 025           8,733	T 200 .19 25 /61 5,917 70 998 27 796 6,384 76,635 29 993 8,889 92 563 32 365 7 433 89 200 35 249 8 096 97 146 38 042 8,737	U 210 20 25 779 5 021 71,046 27 813 8,368 76,653 20 010 6,842 22 708 32 263 7 437 69 246 35 266 8 100 97,194 36 060 8,741	V 220 21 27 (466 A,217 74 539 29 264 6,767 80,486 31 511 7 237 86,444 34,062 7,809 53,711 37,625 8 5,64 4162,054 39 962 9,178	W 230 22 27/045 5,221 74/646 26,224 8,711 80,534 31/528 7/244 86,832 34/020 7/813 93/769 37/047 8/508 102/102 102 102 102	240 23 27/102 5.225 74,694 29.239 5.715 5.0582 31.546 7.245 86,943 34.037 7,817 93,807 37.035 8,512 102.150 102.150 102.150 102.150	250 24 27 120 6,229 74,742 25 258 6,719 80 630 31 563 7,249 86 988 34 055 7 821 93 655 8 37,862 6 516 102,123 40 (cts 9 150	280 27 137 6 233 74,790 29 273 6 723 80 878 31 080 7,253 27,035 34 072 7,825 93,903 37 089 8,520 102,246 40 032 9 194

53 Hour Week (With Longevity)

Rank Differentials (All rank differential are 8% except Captain to Battalion Chief a 9% and Division Chief to Assistant Chief is 12.8% Step Structure = 5% step increase at years € 9,12.15, 18 & 21 year and 9,15% increase at 3 year

# City of Austin Fire Pay Schedule 5.5% Increase Effective 10/28/07

· · · · · · · · · · · · · · · · · · ·	GRADE	A	8	C	our W	E	÷.	G	<del>и</del> н	- <u> </u> -	j .	К	L	м
	PAYSTEP	10 BÁSE	20 1	30 2	40 .3	50 .4	60 5	- 70	80 7	90 8	100 9	110 -10	120	130 12
FREFICHTER	⊢R	21 641	23 542	- 25 566	27 924	27 947	27 971	29 385	29.404	29 451	30 917	30 940	30 963	32 520
1405C	VO	3,751	4,081	4 431	4.840	4 844	4,845	5,043	5,007	5 101	5.359	5 363	5,367	5,637
F02	۲P	45,014	48 955	53 :77	58 083	56,131	58 179	61, '2'	61 (69	01217	64,308	64,356	64 404	67,642
FIRE SPECIALIS1	HR			27 607	J) 5.	30 175	30 - 99	31 725	51 /48	31.71	35 374	33 397	33 420	35 099
"4025 FOE	MC AM			4 /85 57,424	5,226 52 718	5,235 62,766	5 234	5 499	5.503	5 507 66 034	5765	5,769	5,793	6.084
	16				04 1 10	112,1100	07 814	65 088	66,036	00.004	69,418	69,46 <del>6</del>	69.514	73,007
FIRE DEUTENANT	۱P.					32 583	32 606	34 252	34 275	34 298	36 027	36-050	36 074	37.885
140,20	¥0					5 548	5,652	5,037	5 541	5,945	6,245	0,249	5,253	6,56.
F%8	۴P					67 772	67,820	71,244	71 292	71.340	74,937	74 985	75,033	78,801
E PE CAPTAIN	ық							36 981	37 004	37 027	28.893	38.915	33,930	40 594
1.945	· O							6,110	6414	6 418	6741	6,745	5,749	7,058
F70	¥R.							76.92*	76 369	77 017	90 607	80,945	60,9=3	85,055
FIRE BATTAL ON CHIEF														
TRUDATION CHEF	HR HR									40 343	42 375	42.308	42 421	44 548
F10	NC YR									6,903 83,913	7,345	7,349	7,353	7,722
	ŤŔ									83,0-5	98,139	65,167	88,235	\$2,663
HIRE DIVISION CHIEF	нił									43 656	45 74F	45 771	45 754	48 091
14015	¥0									7 550	7,020	7 934	7,938	8,336
F11	YR.									90 <b>5</b> 96	05 156	95 204	98 252	102,030
F REASSISTANCE ID F	FR													
10935	MO													
NOTES	YR		IAL PAY R	ATES ARF	APPROXI	MATIONS	DUE TO S	TATISTIC		DING				
P12	<u>YR</u> MONT									DING V				
P12	YR	H & ANNI N 140	D. 180	ATES ARF P 160	APPROXI 10. 170	MATIONS R 780	DUE TO 5 8 190	TATISTIC <b>†</b> 200	AL ROUNE		W 230	X 240	Y 250	Z 269
P12	YR MONT GRADE	· N	0	P	0	R	8	Ť	U	v			•	
NOTES	YR MONT GRADE PAYSTEP YEAR HR	N 140 13 32.543	0 150 14 32,566	P 160 15 34 704	170 16 34 227	<b>R</b> 180 17 34 250	8 190 18 35 964	† 200 19 35 987	U 210 20 36.010	V 220 21 37 810	230 22 37 854	240 23 3 / 95 /	250 24 37 880	269 26 37 903
NOTES FIREFIGHTER 14050	TR MONT GRADE PAYSTEP YEAR HR WO	N 140 13 32.543 5,641	0 180 14 32.566 5,645	P 160 15 34 704 5,529	170 16 34 227 5 933	.R 780 17 34 250 5,937	8 190 18 35 064 6 234	<b>†</b> 200 19 35 987 6 238	U 210 20 36 010 6 242	V 220 21 37 810 6 5\4	230 22 37 854 6,558	240 23 37 857 6 562	250 24 37 880 5,566	269 25 37 903 6,570
NOTES	YR MONT GRADE PAYSTEP YEAR HR	N 140 13 32.543	0 150 14 32,566	P 160 15 34 704	170 16 34 227	<b>R</b> 180 17 34 250	8 190 18 35 964	† 200 19 35 987	U 210 20 36.010	V 220 21 37 810	230 22 37 854	240 23 3 / 95 /	250 24 37 880	269 25 37 903 6,570
NOTES FIREFIGHTER 14050	TR MONT GRADE PAYSTEP YEAR HR WO	N 140 13 32.543 5,641	0 180 14 32.566 5,645	P 160 15 34 704 5,529	170 16 34 227 5 933	.R 780 17 34 250 5,937	8 190 18 35 064 6 234	<b>†</b> 200 19 35 987 6 238	U 210 20 36 010 6 242	V 220 21 37 810 6 5\4	230 22 37 854 6,558	240 23 37 857 6 562	250 24 37 880 5,566	260 26 37 903 6,570 78,538
NOTES FIREFIGHTER *4050 FC2	YR MONT GRADE PAYSTEP : YEAR HR MO YR	<b>N</b> 140 13 32.543 5,641 57,690	0 180 14 32,566 5,645 57,735	<b>P</b> 1 <b>60</b> 15 34 204 5,929 71,144	20 170 16 34 227 5,933 71,192	.R 780 17 34 250 5,937 71,240	8 190 18 35 064 6 234 74 805	<b>†</b> 200 19 35 987 6 233 74 863	U 210 20 36 010 6 742 74 901	V 220 21 37 810 6 554 78 646	230 22 37 854 6,558 76,694	240 23 37 857 5 562 78 742	250 24 37 880 5,536 78,790	260 26 37 903 6,570 78,538
FIREFIGHTER 4050 FC2 FIRE SPECIALIST	YR MONT GRADE PAYSTEP YEAR HR MO YR HR	N 140 13 32.543 5,641 57,690 35 122	0 180 14 32.566 5,645 57,725 35,146	<b>P</b> 160 15 34 704 5,529 71,144 30 812	170 16 34 227 5 933 71,102 36 935	.R 780 17 34 250 5,937 71,240 36 958	8 190 18 35 964 6 234 74 805 38 808	<b>†</b> 200 19 35 987 6 238 74 863 38 631	U 210 20 36 010 6 742 74 901 38 554	V 220 21 37 810 6 514 78 646 40 797	230 22 37 854 6,558 76,694 40 829	240 23 37 857 5 662 78 742 40 843	250 24 37 880 5,586 78,790 40,866	269 26 37 903 €,570 78,538 40 869 7,037
FIREFIGHTER 14050 FC2 FIRE SPECIALIST 14025 FC4	YR MONT GRADE PAYSTEP YEAR HR MO YR HR MC YR	N 140 13 32.543 5,641 57,690 36.122 6,088 73,055	0 180 14 32.566 5,645 57,728 35,146 6,092 73,103	P           150           15           34 704           5,529           71,144           36 812           6,398           76,77₽	10 170 16 34 227 5 933 7 1,102 36 935 6 402 76,826	R           780           17           34 250           5.937           71.240           36 958           6.406           76 874	8 190 18 35 064 6 234 74 805 38 808 6 727 80,720	<b>1</b> 200 19 35 957 6 233 74 863 74 863 38 831 6 731 80 765	U 210 20 36 010 6,242 74,901 38 554 6,735 80 816	V 220 21 37 810 6 514 78 646 40 797 7 071 84,857	230 22 37 254 6,558 76,694 40 820 7,075 84 905	240 23 37 857 6 662 78 742 40 843 7.079 84.953	250 24 37 880 5,566 78,790 40,866 7,683 85 001	269 26 37 903 6,570 78 838 40 889 7,037 85,049
TI2 NOTES FIREFIGHTER 14050 FC2 FIRE SPECIALIST 14025 FC6 FIRE LIEUTENAN	YR MONT CRADE PAYSTEP YEAR MC YR HR MC YR HR	N 140 13 32,543 5,641 57,690 36,122 6,088 73,055 37,908	0 150 14 32,566 5,645 57,728 35,146 6,092 73,103 37,931	<b>P</b> <b>160</b> <b>15</b> <b>34</b> 704 5,529 71,544 36 812 6,398 76,77P 59 838	27 170 16 34 227 5,933 71,102 36 935 6,402 78,826 39 851	R           780           17           34 250           5.937           71,240           36 958           6,406           76 874           39 864	8 190 18 35 064 6 234 74 805 38 808 6 727 80,720 41 879	<b>1</b> 200 .19 35 987 6 233 74 863 38 631 6 721 80 769 41 902	U 210 20 36 010 6 742 74 901 38 554 6,735	<b>V</b> 220 21 37 810 6 514 78 646 40 797 7 971	230 22 37 854 6,558 75,694 40 829 7,975 84 905 44 045	240 23 37 857 6 662 78 742 40 843 7.079 84.953 44.068	250 24 37 880 5,566 78,790 40,868 7,683 85 001 44 091	269 26 37 903 6,570 78,838 40,859 7,037 85,049 44 114
FIREFIGHTER 14050 FC2 FIRE SPECIALIST 14025 FC4	YR MONT GRADE PAYSTEP YEAR HR MO YR HR MC YR	N 140 13 32.543 5,641 57,690 36.122 6,088 73,055	0 180 14 32.566 5,645 57,728 35,146 6,092 73,103	P           150           15           34 704           5,529           71,144           36 812           6,398           76,77₽	10 170 16 34 227 5 933 7 1,102 36 935 6 402 76,826	R           780           17           34 250           5.937           71.240           36 958           6.406           76 874	8 190 18 35 064 6 234 74 805 38 808 6 727 80,720	<b>1</b> 200 19 35 957 6 233 74 863 74 863 38 831 6 731 80 765	U 210 20 36 010 6,242 74,901 38 554 6,725 80 816 41 925	<b>V</b> 220 21 37 810 6 554 78 646 40 797 7 071 84,857 44 021	230 22 37 254 6,558 76,694 40 820 7,075 84 905	240 23 37 857 6 662 78 742 40 843 7.079 84.953	250 24 37 880 5,566 78,790 40,866 7,683 85 001	260 26 37 503 6,570 78,238 40 859 7,057 85,049 44 114 7 640
FIREFIGHTER 4050 FC2 FIRE SPECIALIST 14026 FC4 FIRE LIEUTEMAN 4020 FC3	YR MONT GRADE PAYSTEP I YEAR MC YR HR MC YR HR MC YR HR MC YR	N 140 13 32,543 5,641 57,690 36,122 6,088 73,055 37,968 8,571 78,849	0 180 14 32,566 5,645 57,729 35 146 5,092 73 103 37 93 6,575 78,897	P           160           15           34 704           5,529           71,144           36,812           6,398           76,77P           59,838           6,505           92,862	21. 170 18 34 227 5,933 71,192 36 935 6,402 76,826 39 861 6,905 82,916	R           780           17           34 250           5,937           71,240           36 958           6,406           76 874           39 884           6,9°3           82,958	8 190 18 35 964 6 234 74 805 38 808 6 727 50,720 41 878 7 259 87 10P	<b>1</b> <b>200</b> <b>19</b> 35 987 6 238 74 863 38 831 6 731 80 769 4 902 7 263 87 150	U 210 20 36 0:0 6,242 74,901 38 554 6,735 80 816 41 925 7 267 67 204	V 220 21 37 810 6 594 7 8 646 40 797 7 071 84,857 44 021 7,830 91 566	230 22 37 854 6,558 78,694 40 829 7,975 84 905 44 945 7 634 91,613	249 23 37 957 6 662 78 742 40 943 7.379 84.953 44.953 44.953 44.068 7 638 91 861	250 24 37 880 5,566 78,790 40,866 7,683 85 001 44,091 7,642 91 709	260 28 37 502 6,570 78,938 40,859 7,057 85,049 44,114 7,640 91,757
FIREFIGHTER 4050 FC2 FIRE SPECIALIST 14025 FC6 FC6 FC6 FC7 FC8 FIRE CAPTAIN	YR MONT GRADE PAYSTEP YEAR MC YR HR MC YR HR MC YR HR	N 140 13 32.543 5,641 57,690 36 122 6,088 73,055 37 903 8,571 78,849 40 917	0, 180 14 32,566 5,645 57,728 35,146 6,092 73,103 37,931 6,575 48,807 40,540	P           160           15           34 704           5,929           71,144           36,812           6,398           76,77P           59,838           6,905           92,862           42,997	27. 170 16 34 227 5 933 7 1,102 36 935 6,402 78,826 39 851 6,905 82,916 43 020	R           780           17           34 250           5,937           71,240           36 958           6,406           76 874           39 884           6,913           62,958           43 043	<b>8</b> <b>190</b> <b>15</b> 35 964 6 234 74 805 38 808 6 727 50,720 41 875 7 259 87 109 45 196	1           200           19           35 987           6 238           74 863           38 831           6 731           80 769           41 902           7 263           87 150           45 210	U 210 20 36 0:0 6,242 74,901 38 554 8,735 80 816 41 925 7 207 67 204 45 242	<b>V</b> 220 21 37 810 6 594 7 8 646 40 797 7 071 84,857 44 021 7,630 91 566 47,504	230 22 37 854 6,558 78,694 40 825 7,575 84 905 44 045 7 634 91,613 47 528	249 23 37 857 6 562 78 742 40 843 7.079 84.953 44.668 7.608 91 661 47 551	250 24 37 880 5,586 78,790 40,868 7,683 85 001 44 091 7 642 91 709 47 574	260 28 37 902 6,570 78,238 40 869 7,557 85,049 44 114 7 640 91 757 47 697
FIREFIGHTER 4050 FC2 FIRE SPECIALIST 14026 FC4 FIRE LIEUTEMAN 4020 FC3	YR MONT GRADE PAYSTEP I YEAR MC YR HR MC YR HR MC YR HR MC YR	N 140 13 32,543 5,641 57,690 36,122 6,088 73,055 37,968 8,571 78,849	0 180 14 32,566 5,645 57,729 35 146 5,092 73 103 37 93 6,575 78,897	P           160           15           34 704           5,529           71,144           36,812           6,398           76,77P           59,838           6,505           92,862	21. 170 18 34 227 5,933 71,192 36 935 6,402 76,826 39 861 6,905 82,916	R           780           17           34 250           5,937           71,240           36 958           6,406           76 874           39 884           6,9°3           82,958	8 190 18 35 964 6 234 74 805 38 808 6 727 50,720 41 878 7 259 87 109	<b>1</b> <b>200</b> <b>19</b> 35 987 6 238 74 863 38 831 6 731 80 769 4 902 7 263 87 150	U 210 20 36 0:0 6,242 74,901 38 554 6,735 80 816 41 925 7 267 67 204	V 220 21 37 810 6 594 7 8 646 40 797 7 071 84,857 44 021 7,830 91 566	230 22 37 854 6,558 78,694 40 829 7,975 84 905 44 945 7 634 91,613	249 23 37 957 6 662 78 742 40 943 7.379 84.953 44.953 44.953 44.068 7 638 91 861	250 24 37 880 5,566 78,790 40,866 7,683 85 001 44,091 7,642 91 709	260 28 37 903 5,570 78,838 40 859 7,057 85,049 44 114 7 540 91 757 47 697 8,250
12 NOTES FIREFIGHTER 14050 FC2 FIRE SPECIALIST 14026 FC6 FIRE LIEUTEMAN 14020 FC8 FIRE CAPTAIN 13995 FC9	YR MONT CRADE PAYSTEP YEAR MC YR HR MC YR HR MC YR HR MC YR HR MC YR HR MC YR	N 140 13 32,543 5,641 57,690 36,122 6,088 73,055 37,968 8,571 78,849 4,0,917 7,092 85,107	D.         150           14         32.566           5,645         57,725           35,146         6,092           73,103         37,931           37,937         5,575           76,897         40,940           7,096         55,155	<b>p</b> <b>160</b> <b>15</b> 34 704 5,529 71,144 36 812 6,398 76,77P 59 838 6,505 92,862 42 997 7 453 89 434	QI.           170           16           34 227           5.933           71,102           36 935           6,402           78,826           39,881           6,905           82,916           43 020           7,457           30,482	R           '180           17           34 250           5,937           71,240           36 958           6,406           78 874           39 884           6,913           62,958           43 043           7,461           89 530	<b>8</b> <b>190</b> <b>18</b> <b>35</b> 964 <b>6</b> 234 <b>74</b> 505 <b>38</b> 808 <b>6</b> 727 <b>50</b> ,720 <b>41</b> 875 <b>7</b> 259 <b>57</b> 109 <b>45</b> 196 <b>7</b> ,634 <b>94</b> ,005	19           35 987           6 238           74 863           38 631           6 721           30 769           4- 902           7 263           87 150           45 210           7 836           94 056	U 210 20 36 0:0 6,242 74,901 38 554 6,735 80 816 41 925 7 267 57 2:4 45 242 7,842 94,104	V 220 21 37 810 6 514 78 646 40 797 7 371 84,857 44 021 7,830 91 566 47,504 8,234 98 909	<b>230</b> <b>22</b> 37 854 6,558 78,694 40 829 7,975 84 905 44 045 7 634 91,613 47 528 8 238 98,857	249 23 37 857 6 662 78 742 40 843 7.076 84.953 44.068 7.608 91 661 47 551 8,242 98,905	250 24 37 880 5,566 78,790 40,868 7,683 85 001 44 091 7 642 91 709 47 574 8 246 96,052	260 28 37 503 5,570 78,938 40 859 7,037 85,049 44 114 7 540 91 757 47 637 8,250 99,001
FIREFIGHTER 4050 FC2 FIRE SPECIALIST 14026 FC6 FIRE LIEUTENAN (4020 FC8 FIRE CAPTAIN (3995 FC9 FIRE BATTALION CRIE	YR           GRADE           PAYSTEP           YEAR           MC           YR           HR           MC           YR	N 140 13 32,543 5,641 57,690 36,122 6,088 73,055 37,968 8,571 78,849 4,5917 7,592 85,107 44,572	D.           180           14           32,566           5,645           57,729           35,146           6,092           73,103           37,931           5,575           78,897           40,940           7,096           55,155           44,596	P           160           15           24 204           5,929           71,144           36 812           6,398           76,77P           59 838           6,905           92,862           42 997           7 453           89 434           46 835	QI.           170           18           34 227           5,933           71,102           36 935           6,402           78,826           39 881           6,905           82,916           43 0220           7 457           39 482           46 855	R           780           17           34 250           5,937           71,240           36 958           6,406           76 874           39 884           6,913           82,958           43 043           7,461           89 530           40 622	8 190 18 35 964 6 234 74 805 38 868 6 727 50,720 41 879 7 259 57 10P 45 196 7,634 94,005 49,226	19           35 957           6 238           74 863           38 831           6 731           80 782           74 863           902           7263           87 150           45 210           7 836           94 056           49 250	U 210 20 36 0:0 6,242 74,901 38 554 6,735 80 816 41 925 7 207 57 2:04 45 242 7,842 94,134 49 273	V 220 21 37 810 6 594 78 646 40 797 7 071 84,857 44 021 7,830 91 566 47,564 8,234 98 809 51 736	230 22 37 854 6,558 78,694 40 829 7,975 84 905 44 045 7 634 91,613 47 528 8 235 98,857 51 759	249 23 37 857 6 662 78 742 40 843 7.079 84.953 44.068 7 600 91 661 47 551 8,242 98,905 51 782	250 24 37 880 5,586 78,790 40,868 7,683 85 001 44 091 7 642 91 709 47 574 8 245 96,053 51 805	260 28 37 903 5,570 78,838 40 889 7,037 85,049 44 114 7 640 91 757 47 637 95,001 51 829
FIEFIGHTER 4050 FC2 FIRE SPECIALIST 14026 FC4 FIRE LIEUTEMAN 14020 FC4 FIRE CAPTAIN 13995 FC9 FIRE BATTALION CIVIC 13685	YR MONT GRADE PAYSTEP HR MC YR HR MC YR HR MC YR HR MC YR HR MC YR HR MC YR HR MC YR HR MC YR	<ul> <li>N</li> <li>140</li> <li>13</li> <li>32,543</li> <li>5,641</li> <li>57,690</li> <li>36,122</li> <li>6,088</li> <li>73,055</li> <li>37,963</li> <li>8,571</li> <li>78,849</li> <li>43,917</li> <li>7,392</li> <li>85,107</li> <li>44,572</li> <li>7,726</li> </ul>	D.         180           14         32,566           5,645         57,729           35,146         6,092           73,103         37,931           6,575         78,897           40,540         7,096           55,155         144,596           7,730         7,730	P           160           15           34 704           5,529           71,144           36 812           6,398           76,770           59 838           6,505           92,862           42 997           7 453           89 434           46 835           9 118	QI.           170           18           34 227           5,933           71,102           36 935           6,402           76,826           39 861           6,905           82,916           43 620           7 457           30 482           48 859           8 122	R           780           17           34 250           5,937           71,240           36 958           6,406           76 874           39 884           6,9°3           82,958           43 943           7,461           89 530           46 682           8,128	8 190 18 35 964 6 234 74 905 38 803 6 727 50.720 41 878 7 259 57 109 45 196 7,634 94.006 49.226 8,535	1           200           19           35 987           6 238           74 863           38 831           6 731           80 782           41 902           7 263           87 156           45 219           7 836           94 056           49 250           8,537	U 210 20 36 0:0 6,242 74,901 38 554 6,735 80 816 41 925 7 267 57 2:04 45 242 7,842 94,104 49 273 8 541	V 220 21 37 810 6 594 7 8 646 40 797 7 071 84,857 44 021 7,830 91 566 47,564 8,234 99 909 51 736 9,965	230 22 37 854 6,558 78,604 40 820 7,075 84 905 44 045 7 634 91,613 47 528 8 238 98,857 51 750 8,972	249 23 37 957 6 662 78 742 40 943 7.079 84.953 44.068 7 600 91 661 47 551 8,242 98,905 51 782 9,976	250 24 37 880 5,596 78,790 40,868 7,683 85 001 44 091 7 642 91 709 47 574 8 246 56,053 51 805 6,580	260 26 37 903 6,570 78,238 40 869 7,057 85,049 44 114 7,640 91 757 47 697 8,250 99,001 51 829 8,984
FIREFIGHTER 4050 FC2 FIRE SPECIALIST 14026 FC6 FIRE LIEUTENAN (4020 FC8 FIRE CAPTAIN (3995 FC9 FIRE BATTALION CRIE	YR           GRADE           PAYSTEP           YEAR           MC           YR           HR           MC           YR	N 140 13 32,543 5,641 57,690 36,122 6,088 73,055 37,968 8,571 78,849 4,5917 7,592 85,107 44,572	D.           180           14           32,566           5,645           57,729           35,146           6,092           73,103           37,931           5,575           78,897           40,940           7,096           55,155           44,596	P           160           15           24 204           5,929           71,144           36 812           6,398           76,77P           59 838           6,905           92,862           42 997           7 453           89 434           46 835	QI.           170           18           34 227           5,933           71,102           36 935           6,402           78,826           39 881           6,905           82,916           43 0220           7 457           39 482           46 855	R           780           17           34 250           5,937           71,240           36 958           6,406           76 874           39 884           6,9°3           82,958           43 943           7,461           89 530           46 682           8,128	8 190 18 35 964 6 234 74 805 38 868 6 727 50,720 41 879 7 259 57 10P 45 196 7,634 94,005 49,226	1           200           .19           35 957           6 238           74 863           38 831           6 731           80 782           4- 902           7 263           87 150           45 210           7 836           94 056           49 250           8,537	U 210 20 36 0:0 6,242 74,901 38 554 6,735 80 816 41 925 7 207 57 2:04 45 242 7,842 94,134 49 273	V 220 21 37 810 6 594 78 646 40 797 7 071 84,857 44 021 7,830 91 566 47,564 8,234 98 809 51 736	230 22 37 854 6,558 78,694 40 829 7,975 84 905 44 045 7 634 91,613 47 528 8 235 98,857 51 759	249 23 3/ 857 6 662 78 742 40 843 7.079 84.953 44.068 7 600 91 661 47 551 8,242 98,905 51 782	250 24 37 880 5,586 78,790 40,868 7,683 85 001 44 091 7 642 91 709 47 574 8 246 96,053 51 805	260 28 37 903 5,570 78,838 40 886 7,037 85,049 44 114 7 640 91 757 47 697 9,050 99,001 51 829
FIEFIGHTER 4050 FC2 FIRE SPECIALIST 14026 FC4 FIRE LIEUTEMAN 14020 FC4 FIRE CAPTAIN 13995 FC9 FIRE BATTALION CIVIC 13685	YR MONT GRADE PAYSTEP HR MC YR HR MC YR HR MC YR HR MC YR HR MC YR HR MC YR HR MC YR HR MC YR	<ul> <li>N</li> <li>140</li> <li>13</li> <li>32,543</li> <li>5,641</li> <li>57,690</li> <li>36,122</li> <li>6,088</li> <li>73,055</li> <li>37,963</li> <li>8,571</li> <li>78,849</li> <li>43,917</li> <li>7,392</li> <li>85,107</li> <li>44,572</li> <li>7,726</li> </ul>	D.         180           14         32,566           5,645         57,729           35,146         6,092           73,103         37,931           6,575         78,897           40,540         7,096           55,155         144,596           7,730         7,730	P           160           15           34 704           5,529           71,144           36 812           6,398           76,770           59 838           6,505           92,862           42 997           7 453           89 434           46 835           9 118	QI.           170           18           34 227           5,933           71,102           36 935           6,402           76,826           39 861           6,905           82,916           43 620           7 457           30 482           48 859           8 122	R           780           17           34 250           5,937           71,240           36 958           6,406           76 874           39 884           6,9°3           82,958           43 943           7,461           89 530           46 682           8,128	8 190 18 35 964 6 234 74 905 38 803 6 727 50.720 41 878 7 259 57 109 45 196 7,634 94.006 49.226 8,535	1           200           19           35 987           6 238           74 863           38 831           6 731           80 782           4* 902           7 263           87 156           45 219           7 836           94 056           49 250           8,537	U 210 20 36 0:0 6,242 74,901 38 554 6,735 80 816 41 925 7 267 57 2:04 45 242 7,842 94,104 49 273 8 541	V 220 21 37 810 6 594 7 8 646 40 797 7 071 84,857 44 021 7,830 91 566 47,564 8,234 99 909 51 736 9,965	230 22 37 854 6,558 78,604 40 820 7,075 84 905 44 045 7 634 91,613 47 528 8 238 98,857 51 750 8,972	249 23 37 957 5 662 78 742 40 943 7.079 84.953 44.068 7 600 91 661 47 551 8,242 98,905 51 782 9,976	250 24 37 880 5,596 78,790 40,868 7,683 85 001 44 091 7 642 91 709 47 574 8 246 56,053 51 805 6,580	260 26 37 503 6,570 78,238 40 869 7,057 85,049 44 114 7 640 91 757 47 697 8,250 99,001 51 829 8,984
FIREFIGHTER 4050 FC2 FIRE SPECIALIST 14025 FC6 FC6 FC7 FIRE CAPTAIN 13995 FC9 FIRE GATTALION CHIEF 13685 F13 F RE DIVISION CHIEF	YR GRADE PAYSTEP YEAR HR MO YR HR MC YR HR MC YR HR MC YR HR MC YR HR MC YR HR MC YR HR MC YR HR MC YR	N 140 13 32,543 5,641 57,690 36,122 6,088 73,055 77,968 6,571 78,849 4,591 7,592 85,107 44,572 7,726 92,711	D.         180           14         32,566           5,645         5,7729           35,146         6,092           73,103         37,931           6,575         78,897           40,940         7,096           55,155         44,596           7,73C         92,759	P           160           15           34 704           5,929           71,144           36 812           6,398           76,77P           59 838           6,905           92,862           42 997           7453           89 434           46 835           8118           97 416	QI.           170           16           34 227           5933           71,102           36 935           8,402           76,826           39,851           6,905           82,910           43 020           7,457           39,482           46 859           8,122           97,466	R           780           17           34 250           5,937           71,240           36 958           6,406           76 874           39 884           6,9*3           62,958           43 043           7,461           89 53C           46 822           8,126           97,514	8           190           15           35           964           6           74           805           38           6           720           41           872           50.720           41           872           50.720           41           87           7           51           45           76.34           94.005           49.226           8.535           52.391	1           200           19           35 987           6 238           74 863           38 831           6 731           80 769           41 902           7 263           87 150           45 210           7 836           94 050           45 250           87 557           102 439	U 210 20 36 0:0 6,242 74,901 38 554 80 816 41 925 7 207 57 204 45 242 7,842 94,104 49 273 8 541 132,487	V           220           21           37 810           6 9)44           78 646           40 797           7 071           84,857           44 021           7,630           91 566           47,504           8,234           98 909           51 736           9,652           407 013	230 22 37 854 6,558 78,694 40 825 7,575 84 905 44 046 7,634 91,613 47 528 8 238 98,857 51 755 8,972 107,653	249 23 37 857 6 562 78 742 40 843 7.079 84.953 44.668 7.608 91 661 47 551 8,242 98,905 51 782 9,978 507,707	250 24 37 880 5,586 7,870 40,868 7,683 85 001 44 091 7,642 91 709 47 574 8 246 96,053 51 805 8,583 107,755	260 28 37 903 6,570 78,838 40 859 7,057 85,049 44 114 7 640 91 757 47 697 8,250 99,001 51 A29 8,964 107,803
12 NOTES FIREFIGHTER 14050 FC2 FIRE SPECIALIST 14026 F06 F06 F06 F07 F07 F07 F18F CAPTAIN 13995 F09 F18F CAPTAIN 13995 F09 F18F CAPTAIN 13995 F09 F18F CAPTAIN 13995 F09 F18F CAPTAIN 13995 F09 F18F CAPTAIN 13995 F09 F18F CAPTAIN 13995 F09 F18F CAPTAIN 13995 F09 F18F CAPTAIN 13995 F09 F18F CAPTAIN 13985 F10	YR           GRADE           PAYSTEP           YEAR           MO           YR           HR           MO           YR           HR           MC           YR           HR           MO           YR	N 140 13 32,543 5,641 57,690 36,122 6,088 73,055 37,968 8,571 78,849 4,3,917 7,392 85,107 44,572 7,726 92,711 48,114 8,340	0. 180 14 32,566 5,645 57,739 35,146 6,092 7,3103 37,931 5,575 7,8,807 40,545 7,096 55,155 44,596 7,730 92,759 48,137 8,344	P           160           15           34 704           5,929           71,144           36 812           6,398           76,77P           39 838           6,905           92,862           42 997           7 453           89 434           46 835           9 118           97 416           50 555	QI.           170           18           34 227           5.933           71,102           36 935           6,402           78,826           39 861           6,905           82,910           43 020           7 457           80 482           97,466           50,673           8 767	R           780           17           34 250           5,937           71,240           36 958           6,408           76 874           39 884           6,9*3           6,9*3           6,9*3           7,461           89 530           46 682           8,126           97,514           50 601	8 190 18 35 964 6 234 74 805 38 803 6 727 50,720 41 875 7 259 87 109 45 196 7,634 94,005 49,226 8,533 52,351 53,131	1           200           19           35 987           6 238           74 863           38 831           6 731           30 769           4- 902           7 263           87 156           45 210           7 836           94 5210           45 210           7 836           94 556           49 250           8,537           102 439           53 154           8 213	U 210 20 36 0:0 6,242 74,901 38 554 6,735 80 816 41 925 7 267 57 2:74 45 242 7,842 94,124 45 242 7,842 94,124 45 273 8 541 102,487 53 1/7	V 220 21 37 810 6 594 78 646 40 797 7 071 84,857 44 021 7,830 91 566 47,504 8,234 98 309 51 736 9,365 (07 01) 55 836	230 22 37 854 6,558 78,694 40 829 7,975 84 905 44 045 7 634 91,613 47 528 8 238 98,857 51 759 8,972 407,659 55 859	249 23 3/ 857 6 562 78 742 40 843 7.079 84.953 44.068 7.608 91 861 47 551 8,242 98,905 51 782 9,978 507,707 55 883	250 24 37 880 5,596 78,790 40,868 7,683 85 001 44 091 7 642 91 709 47 574 8 246 56,053 51 805 6,533 107,755 55,906	260 28 37 903 5,570 78,838 40 869 7,557 85,049 44 114 7 640 91 757 47 697 99,001 51 829 8,964 107,864 55 320
FI2 NOTES FIREFIGHTER 4050 FC2 FIRE SPECIALIST 14026 FC6 FIRE LIEUTEMAN 14020 FC8 FIRE CAPTAIN 13995 FC9 FIRE BATTALION CHIEF 13685 F10 F RE DIVISION CHIEF 14015 F11	YR MONT GRADE PAYSTEP I YEAR MC YR HR MC YR HR MC YR HR MC YR HR MC YR HR MC YR HR MC YR HR MC YR HR MC YR HR MC YR HR MC YR	N 140 13 32,543 5,641 57,690 36,122 6,088 73,055 37,968 8,571 78,849 4,3,917 7,392 85,107 44,572 7,726 92,711 48,114 8,340	0. 180 14 32,566 5,645 57,739 35,146 6,092 7,3103 37,931 5,575 7,8,807 40,545 7,096 55,155 44,596 7,730 92,759 48,137 8,344	P           160           15           24 704           5,929           71,144           36 812           6,398           76,770           39 838           6,905           92,862           42 997           7453           83 434           46 835           8 116           97 418           50 555           8 /63	QI.           170           18           34 227           5.933           71,102           36 935           6,402           78,826           39 861           6,905           82,910           43 020           7 457           80 482           97,466           50,673           8 767	R           '180           '180           '17           34 250           5,937           71,240           36 958           6,406           76 874           39 884           6,9*3           62,958           43 043           7,461           89 530           46 862           8,126           97,514           50 601           8,771	8           190           15           16           18           35           18           18           18           18           190           18           18           18           18           190           18           190           18           190           18           18           18           18           18           18           190           11           11           11           12           12           12           12           12           12           12           12           13           12           13           13           14           15           15           13           14           15           15           14           15           15	1           200           19           35 957           6 238           74 863           38 831           6 731           80 782           4* 902           7 263           87 156           45 2*0           7 836           94 056           49 250           8,537           102 439           53 154           8 2*13           110,56*	U 210 20 36 0:0 6,242 74,901 38 554 6,735 80 816 41 925 7 267 7 267 7 267 7,842 94,104 45 242 7,842 94,104 45 243 8 541 132,487 53 1/7 9,217 110 603	V           220           21           37 810           6 5)4           78 646           40 797           7 071           84,857           44 021           7,830           91 565           47,504           8,234           98 909           51 736           9,965           407 011           55 836           5 676           116 140	230 22 37 854 6.558 78,604 40 820 7.075 84 905 44 045 7 634 91,613 47 528 8 238 98,857 51 750 8,972 107,653 55 850 0,682 116,138	249 23 37 957 5 662 78 742 40 943 7.079 84.953 44.068 7 608 91 661 47 551 8,242 98,905 51 782 9,976 107,707 55 883 9,645 116 236	250 24 37 880 5,596 78,790 40,868 7,683 85 001 44 091 7 642 91 709 47 574 8 246 91 709 47 574 8 246 8 246 91 709 47 574 8 246 8 246 91 709 47 574 8 246 8 250 8 250 7 250 7 250 8 250 7 250 7 250 7 250 7 250 7 250 7 250 8 250 7 20	260 28 37 503 6,570 78,238 40 869 7,057 85,049 44 114 7 640 91 757 47 697 91 757 8,250 99,001 51 820 8,984 107,893 55 320 9,554 116 332
12 NOTES FIREFIGHTER 14050 FC2 FIRE SPECIALIST 14025 FC6 FIRE LIEUTENAN 14020 FC3 FIRE CAPTAIN 13995 F09 FIRE BATTALION CIVIE 13685 F10 F RE DIVISION CHIEF 14015	YR MONT GRADE PAYSTEP I YEAR MC YR HR MC YR HR MC YR HR MC YR HR MC YR HR MC YR HR MC YR HR MC YR HR MC YR HR MC YR HR MC YR	N 140 13 32,543 5,641 57,690 36,122 6,088 73,055 37,968 8,571 78,849 4,3,917 7,392 85,107 44,572 7,726 92,711 48,114 8,340	D.           180           14           32,566           5,645           57,739           35,146           6,092           73,103           37,931           5,575           7,897           40,940           7,096           55,155           44,596           7,730           92,759           48,137           8,344	P           160           15           24 704           5,929           71,144           36 812           6,398           76,770           39 838           6,905           92,862           42 997           7453           83 434           46 835           8 116           97 418           50 555           8 /63	QI.           170           18           34 227           5.933           71,102           36 935           6,402           78,826           39 861           6,905           82,910           43 020           7 457           80 482           97,466           50,673           8 767	R           '180           '180           '17           34 250           5,937           71,240           36 958           6,406           76 874           39 884           6,9*3           62,958           43 043           7,461           89 530           46 862           8,126           97,514           50 601           8,771	8 190 18 35 964 6 234 74 905 38 808 6 727 50,720 41 875 7 259 57 109 45 196 7,834 94,005 49,226 8,533 *02,391 53,*31 6,209	1           200           19           35 987           6 238           74 863           38 831           6 731           30 769           4- 902           7 263           87 156           45 210           7 836           94 5210           45 210           7 836           94 556           49 250           8,537           102 439           53 154           8 213	U 210 20 36 0:0 6,242 74,901 38 554 6,735 80 816 41 925 7 267 57 2:4 45 242 7,842 94,104 49 273 8 541 132,487 53 1/7 9,217	V 220 21 37 810 6 514 78 646 40 797 7 371 84,857 44 021 7,830 91 566 47,504 8,234 98 909 51 736 9,965 07 011 55 836 5 076	230 22 37 854 6,558 78,694 40 829 7,975 84 905 44 046 7 634 91,613 47 528 8 238 98,857 51 759 8,972 107,653 55 859 0,669	249 23 37 857 6 562 78 742 40 843 7.079 84.953 44.068 7.030 91 861 47 551 8,242 98,955 51 782 9,978 107,707 55 883 9,585	250 24 37 880 5,596 78,790 40,868 7,683 85 001 44 091 7 642 91 709 47 574 8 246 96,053 51 805 6,683 107,795 55,906 9,680	260 .26 .37 903 6,570 78,938 40 859 7,057 85,049 44 114 7 640 91 757 47 697 8,250 99,001 51 829 8,984 107,803 55 320 9 504

Rank Differentials HAII rank differential are 8% except Captain to Battalion Chief is 9% and Division Chief to Assistant Chief is 12.8%. Step Structure: 5% step increase at years 6, 9,12,15, 13 & 21 year and 9,15% increase at 3 year

### City of Austin Fire Pay Schedule 5.5% Increase Effective 10/28/07

							ith Lo							
	GRADE	. Á	В ;	Ċ	D	ĴĘ.	F	G	н	1	- J	ĸ	ι.	M
	PAYSTEP	10	20	30	40	60	60	70	. 80	30	100	110	120 -	130 -
	YEAR	BASE	1	2	3	4	5	6	7	8	9	10	11	12
FIREFIGHTER	нR	16,333	17 766	19 295	21 075	21 692	21 110	22 :78	22 195	22 212	23 534	23 351	23,369	24 543
14050	MO	3,75	4,091	4 43*	4,840	4,844	4,848	5 093	5,097	5 (01	5,359	5,362	5,367	5,637
F02	YR	45,014	48,968	53 177	58 063	58,131	58,179	61 (2)	61 169	31,217	64 308	54,358	64,404	67,642
FIRE SPECIAL ST	'nR			20 836	22 757	22,774	22 792	23 943	23 961	23.978	25 188	25 205	25 223	26 490
4025	MO			4,785	5 226	5,230	5,234	5 499	5,503	\$,507	5 785	5 789	5,793	6 084
F06	YR			57 424	62 718	62,766	52,614	65,988	66,036	56 084	69 416	69 465	69,514	73 007
													•	
FIRE LIEDTENANT	HR					24,591	24 608	25 851	25 868	25 385	27 191	27 205	27 225	25 593
14020	MO					5,648	5 652	5 937	5.94	5 945	€ 245	5,243	€ 253	6,567
F08	ΥŖ					67,772	67 820	71 244	71,292	71 340	74 537	74 985	75,C33	78,801
FIRE CAPTAIN	HŔ							27.910	27.028	27 945	26.352	29.371	26.288	30, 563
13995	MO							E 410	6,414	5 4 P	5 741	5,745	£,749	7,088
F09	YR							76 921	76,969	77 017	80 897	80,945	80,693	85,059
FIRE BAT FACION CHIS										30 445	31.961	31 998	32 016	33 622
13955	MO									6.009	7,345	7,349	7,953	7 722
F 10	YR									33 917	88,135	88 157	<b>38 23</b> 5	92 663
FIRE DMISION CHIEF	HR									32.872	34 527	34 544	34 562	36 295
1401	MO									7.552	7.930	2 934	/ 938	8 336
F.1	YR									90 593	95 56	95,764	95 252	106,533
FIRE ASSISTANT CHIE														
10935	MO													
F1?	YR							· · ·						
NOTES	MONT	H & ANN	IUAL PAY	RATES	ARE APP	ROXIMA	TIONS DU	JE TO ST.	ATISTICA	- ROUNI	JING.			
	_												_	
	GRADE	.N	0	- P	a	R								
	•		-				<b>.</b> 8	¯ Ϋ	Û.	Ŷ	W	X	Y	Z
	PAYSTEP	140	150	150	170	180	190	200	210	220	230 ·	240	250	Z 260
·	PAYSTEP YEAR		-			180			-				-	1
FIREFIGHTER		140	150	150	170	180	190	200	210	220	230 ·	240	250 24	260 25
· · · · · · · · · · · · · · · · · · ·	YEAR . HR	140 .13	150 14	150 15	170 16 25.832	180 	190 18	200 19	210 20	220 21	230 22	240 23	250 24 28.588	260 25 28.806
FIREFIGHTER	YEAR	140 13 24 501	150 14 24 578	150 15 25 8 14	170 18	180 	190 18 27 143	200 19 27 160	210 20 27 177	220 21 28 536	230 22 28.054	240 .23 28 571	250 24	260 25
FIREFIGHTER 14050	YEAR HR MO	140 .13 24 501 5.641	150 14 24 578 5 545	150 15 25 814 5 929	170 18 25.832 5,933	180 	190 18 27 143 6,234	200 19 27 160 6,238	210 20 27 • 77 3 242	220 21 28 536 6,654	230 22 28.054 6,558	240 _23 _28 571 	250 24 28.588 6,560	260 25 28.806 6,570
FIREFIGHTER 14050	YEAR HR MO	140 .13 24 501 5.641	150 14 24 578 5 545	150 15 25 814 5 929	170 18 25.832 5,933	180 	190 18 27 143 6,234	200 19 27 160 6,238	210 20 27 • 77 3 242	220 21 28 536 6,654	230 22 28.054 6,558	240 _23 _28 571 	250 24 28.588 6,560	260 25 28.806 6,570
FIREFIGHTER 14650 F02 FIRE SPECIALIST	YEAR HR MO YR	140 13 24 50 1 5.64 1 67.690	150 14 24 578 5 545 57,738	150 15 25 814 5 929 71,144	170 18 25.832 5,933 1,192	180 17 25 849 5.937 71.240	190 18 27 143 6,234 74,505	200 19 27 160 6,238 74,653	210 20 27 • 77 3 242 74 901	220 21 28 536 6,654 78,646	230 22 28.054 6.558 78.694	240 .23 28 571 6,562 78,742	250 24 28.588 6,560 78,790	260 25 28.806 6,570 78,338
FIREFIGHTER 14650 F02 FIRE SPECIALIST	YEAR HR MO YR HR	140 13 24 501 5.641 67.690 29 505	150 14 24 578 5 545 57,738 25,525	160 15 25 814 5 929 71,144 27 858	170 18 25.832 5,933 1,192 27.876	180 	190 18 27 143 6,234 74,505 29 789	200 19 27 160 6,238 74,653 29 306	210 20 27 *77 3 242 74 901 29 324	220 21 28 536 6,554 78,046 30 790	230 22 28.054 6.558 78,694 30.307	240 23 28 571 6,562 78,742 30 825	250 24 28.588 6,560 78,790 30 842	260 25 28.806 6,570 78,338 30 860
FIREFIGHTER 14650 F02 FIRE SPECIALIST 14025	YEAR HR MO YR HR MO	140 	150 14 24 578 5 545 57,738 26,525 6 092	160 15 25 814 5 929 71,144 27 858 6 358	170 18 25.832 5,933 71,192 27,878 5,402	180 .17 25 849 5,937 71 240 27 893 6 406	190 18 27 143 6,234 74,605 29 289 6,727	200 19 27 160 6,238 74,653 29 306 6,731	210 20 27 *77 6 242 74 901 29 324 5 735	220 21 28 536 6,654 78,046 30 790 7 071	230 22 28.054 6,558 78,694 30.807 7.075	240 .23 28 571 6,562 78,742 30 825 7 079	250 24 28.588 6,560 70,750 30.842 7,083	260 25 28.80€ 6,570 78,838 30.860 7,087
FIREFIGHTER 14650 F02 FIRE SPECIALIST 14025	YEAR HR MO YR HR MO	140 	150 14 24 578 5 545 57,738 26,525 6 092	160 15 25 814 5 929 71,144 27 858 6 358	170 18 25.832 5,933 71,192 27,878 5,402	180 .17 25 849 5,937 71 240 27 893 6 406	190 18 27 143 6,234 74,605 29 289 6,727	200 19 27 160 6,238 74,653 29 306 6,731	210 20 27 *77 6 242 74 901 29 324 5 735	220 21 28 536 6,654 78,046 30 790 7 071	230 22 28.054 6,558 78,694 30.807 7.075	240 .23 28 571 6,562 78,742 30 825 7 079	250 24 28.588 6,560 70,750 30.842 7,083	260 25 28.80€ 6,570 78,838 30.860 7,087
FIREFIGHTER 14050 F02 F1RE SPECIALIST 14025 F08	YEAR HR MO YR HIR MO YR	140 .13 24 501 5.641 87,690 29 505 5.088 73 355	150 14 24 578 5 545 57,738 25,525 6 592 73 103	150 15 25 814 5 929 71,144 27 858 6 308 78 778	170 18 25.832 5,933 71,192 27,876 5,402 76,826	180 	190 18 27 143 6,234 74,505 29 289 6,727 80,720	200, 19 27 160 6,238 74,853 29 306 6,731 80,768	210 20 27 *77 5 242 74 901 29 324 5 735 80 810	220 21 28 536 6,654 78,040 30 790 7 071 84 857	230 22 28.054 6,558 78,694 30.807 7.075 64.905	240 .23 28 571 6,562 78,742 30 825 7 079 84,953	250 24 28.588 6,560 70,790 30.842 7,083 85,001	260 25 28.80€ 6,570 78,838 30.860 7,087 85,049
FIRE FIGHTER 14650 F92 FIRE SPECIALIST 14025 F08 FIRE LIEUTENANT	YEAR MO YR HIR MU YR HR	140 .13 24 501 5.641 87,690 29 505 5,088 73 355 28 610	150 14 24 578 5 545 57,738 25,525 6 592 73 103 28 627	150 15 25 8 14 5 929 71,144 27 858 6 358 75 778 30 666	170 18 25.832 5.933 71,192 27.878 6.402 76.826 32.084	180 	190 18 27 143 6,234 74,505 29 289 6,727 80,720 21 607	200, 19 27 160 6,238 74,853 29 306 6,731 80,768 31,624	210 20 27 *77 6 242 74 901 29 324 5 735 80 819 31 642	220 21 28 536 6,654 78,646 30 790 7 071 84 857 33 224	230 22 28.054 6.558 78,694 30.807 7.075 64.905 .33.241	240 .23 28 571 6,562 78,742 30 825 7 079 84,053 33 259	250 24 28.588 6,560 70,790 30.842 7,083 85,001 33,279	260 25 28.80€ 6,570 78,338 30.860 7,087 85,049 33.293
FIREFIGHTER 14650 F92 F-RE SPECIALIST 14025 F08 FIRE LIEUTENANT 14620	YEAR MO YR HIR MO YR HR MO	140 .13 24 501 5.641 87,690 29 505 5.088 73 355 28 610 6 571	150 14 24 578 5 545 57,738 25,525 6 592 73 103 28 627 6 575	150 15 25 8 14 5 929 71,144 27 858 6 358 78 778 30 666 6,905	170 15 25.832 5,933 71,192 27.878 6,402 76,826 32,084 6,909	180 17 25 849 5.937 71,240 27 893 6 406 76 374 30 101 8 913	190 18 27 143 6,234 74,605 29 289 6,727 80,720 21 507 7,259	200, 19 27 160 6,238 74,653 29 306 6,731 90,768 31,624 7 263	210 20 27 *77 6 242 74 901 29 324 5 735 80 819 31 642 7,267	220 21 28 536 6,554 78,646 30 790 7 071 84 857 33 224 7,630	230 22 28.054 6.558 78,694 30.807 7.075 64.905 .33.241 7,634	240 .23 28 571 6,562 78,742 30 825 7 079 84,053 33 259 7 638	250 24 28.588 6,560 78,750 30.842 7,083 85,001 33.276 7,642	260 25 28.806 6,570 78,838 30.860 7,087 5,049 33.293 7,646
FIREFIGHTER 14650 F92 F-RE SPECIALIST 14025 F08 FIRE LIEUTENANT 14620	YEAR MO YR HIR MO YR HR MO	140 .13 24 501 5.641 87,690 29 505 5.088 73 355 28 610 6 571	150 14 24 578 5 545 57,738 25,525 6 592 73 103 28 627 6 575	150 15 25 8 14 5 929 71,144 27 858 6 358 78 778 30 666 6,905	170 15 25.832 5,933 71,192 27.878 6,402 76,826 32,084 6,909	180 17 25 849 5.937 71,240 27 893 6 406 76 374 30 101 8 913	190 18 27 143 6,234 74,605 29 289 6,727 80,720 21 507 7,259	200, 19 27 160 6,238 74,653 29 306 6,731 90,768 31,624 7 263	210 20 27 *77 6 242 74 901 29 324 5 735 80 819 31 642 7,267	220 21 28 536 6,554 78,646 30 790 7 071 84 857 33 224 7,630	230 22 28.054 6.558 78,694 30.807 7.075 64.905 .33.241 7,634	240 .23 28 571 6,562 78,742 30 825 7 079 84,053 33 259 7 638	250 24 28.588 6,560 78,750 30.842 7,083 85,001 33.276 7,642	260 25 28.806 6,570 78,838 30.860 7,087 5,049 33.293 7,646
FIREFIGHTER 14650 F02 F1RE SPECIALIST 14025 F08 F1RE LIEUTENANT 14020 F08	YEAR MO YR HR MO YR HR MO YR	140 .13 24 501 5.641 87,690 29 508 73 055 28 610 6 571 78 849	<b>150</b> <b>14</b> <b>24 578</b> <b>5 545</b> <b>57.738</b> <b>25.525</b> <b>6 092</b> <b>73 103</b> <b>28 627</b> <b>6 575</b> <b>70 607</b>	160 15 25 814 5 929 71,144 27 858 6 358 78 778 30 666 6,905 82,862	170 25.832 5.933 71,192 27.878 6.402 76,826 30.084 6.909 82.910	180 .17 25 849 5,937 71,240 27 893 6 406 78 874 33 10 8 913 82,956	190 18 27 143 6,234 74,505 29 289 6,727 80,720 21 507 7,259 87,108	200, 19 27 160 6,238 74,853 29 306 6,731 80,768 31,624 7 263 87 156	210 20 27 177 6 242 74 901 29 324 5 735 80 836 31 642 7,267 97,204	220 21 28 536 6,554 78,646 30 7,90 7,071 24 857 33 224 7,630 01,585	230 - 22 28,054 6,558 78,694 30,807 7,075 84,905 33,244 7,634 91,613	240 .23 28 571 6,562 78,742 30 825 7 075 84,063 33 259 7 638 81 661	250 24 28,588 6,560 78,790 36,842 7,083 85,001 33,279 7,642 91,709	260 25 28.006 5,570 78,338 30.960 7,087 5,049 33.293 7,646 91.757
FIREFIGHTER 14650 F92 FIRE SPECIALIST 14025 F08 FIRE LIEUTENANT 14020 F98 FIRE CAPTAIN	YEAR HR MO YR HR MO YR HR MO YR HR	140 .13 24 501 5.641 87.690 26 508 5.088 73 265 28 610 6 571 78 849 20 861	150         14           24 578         5 545           5 545         57,738           25,525         6 092           73 103         28 627           28 627         6 575           70 8017         00 898	150 15 25 814 5 929 71,144 27 858 6 308 78 778 30 066 6,905 82,862 32 450	170 16 25.832 5,933 71,192 27.878 6,402 76,826 30.084 6,909 82,910 32.478	180         .17           25 549         5,937           5,937         71,240           27 393         6 406           76 874         33 101           8 913         82,956           32 485         32 485	190 18 27 143 6,234 74,505 24 289 6,727 80,720 21 507 7,259 87,128 34 10	200, 19 27 160 6,238 74,853 29 306 6,731 80,768 31,624 7 263 87 156 34 128	210 20 27 177 6 242 74 901 29 324 6 735 80 836 31 642 7,267 97,704 84 145	220 . 21 28 536 6,554 78,046 30 7,90 7 0,71 84 857 33 224 7,630 01,585 35 852	230 - 22 28.054 6.556 78,694 30.367 7.075 64.905 33.241 7,634 91,613 35.670	240 .23 28 571 6,562 78,742 30 825 7 075 84,963 33 259 7 638 81 661 5 867	250 24 28.588 6,560 78,790 30.842 7,083 85,001 33,976 7,642 91,709 35.905	260 25 28.806 6,570 78,338 30.860 1,087 85,049 33.293 7,646 91.757 35.922
FIREFIGHTER 14650 F02 F1RE SPECIALIST 14025 F08 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13095 F09	YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR	140 .13 24 501 5.641 87.690 26 508 5.088 73 355 28 610 6 571 78 849 20 861 7 002	150 14 24 578 5 545 57,738 25,525 6 592 73 103 28 627 6 575 70 897 30 898 7,096	150 15 25 814 5 929 71,144 27 858 6 308 78 778 30 066 6,905 82,862 32 450 7,453	170 15 25.832 5,933 71,192 27.876 6,402 76,826 30,084 6,909 82,910 32,468 7,457	180           25 849           5,937           71,240           27 393           6 406           76 374           33 101           8 913           82,956           32 485           7,461	190         18           27         143         6,234           74,505         29         289         6,727           80,720         21.507         7,259         67,108           34         10         7,834	200, 19 27 160 6,238 74,853 29 306 6,731 80,768 31,624 7 263 87 156 34 128 7 838	210 20 27 177 6 242 74 901 29 324 6 735 80 830 31 642 7,267 97,004 24 145 7 842	220 . 21 . 28 536 6.554 78,646 30 790 7 071 84 857 33 224 7,630 01.585 36 852 8,234 58,500	230 - 22 28.054 6.555 78,694 30.867 7.075 84.905 33.241 7,634 01,613 35.870 8,238	240 23 28 571 6,562 78,742 30 825 7 079 84,963 33 259 7 638 81 661 55 857 8 242	250 24 28.588 6,560 70,750 30.847 7,083 65,001 33.976 7,642 91.709 35.695 8.246 90,953	260 25 28.006 6.570 78.338 30.960 7.087 8.5.049 33.293 7.646 91.757 35.922 8.250 33.001
FIREFIGHTEP 14050 F02 F1RE SPECIALIST 14025 F08 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13095 F09 FIRE BATTALION CHIE	YEAR HR MO YR HR MO YR HR MO YR HR R MO YR F I-R	140 .13 24 501 5.641 87,690 28 508 73 255 28 610 6 571 78 840 20 861 7 002 80 107 33.640	150         14           24 578         5 545           5 545         57,738           25,525         6 392           73 103         28 627           28 627         6 575           70 898         7,096           35,*55         33 657	160         15           25 814         5 929           71,144         27 858           27 858         308           78 778         30 066           5,905         82,862           32 450         7,453           99,434         35,348	170 15 25.832 5.933 71,192 27.878 6.402 76,826 32.084 6.909 82.910 32.468 7.457 09,402 35.385	180           25 549           5,937           71,240           27 393           6 406           76 874           33 101           82,956           32 485           7,461           89,520           35 382	190 18 27 143 6,234 74,505 29 289 6,727 80,726 21 507 7,259 87,128 34 100 7 834 94 008 37 152	200, 19 27 160 6,238 74,653 29 306 6,731 80,768 31,624 7 263 87 156 34 128 7 838 94 056 34 105	210 20 27 177 6 242 74 901 29 324 5 735 80 830 31 642 7,267 97,734 24 145 7 842 94 104 5 4 104	220 . 21 . 28 536 6,554 78,646 30 790 7 071 84 857 33 224 7,630 01,585 35 852 8,234 58,309 39,046	230 - 22 28.054 6.558 78,694 30.807 7.075 64.905 33.241 7,634 91,613 35.870 8,238 99.857 59.664	240 .23 28 571 6,562 78,742 30 825 7 075 84,063 33 269 7 638 81 661 5867 8 242 98 305 35,081	250 24 28,588 6,560 78,790 30,847 7,083 85,001 33,975 7,642 91,709 35,605 8,246 94,953 39,098	260 25 28.806 6,570 78.338 30.860 7.087 85.649 33.293 7.646 91.757 35.922 8.250 03.001 39.116
FIRE FIGHTER 14650 F02 F1RE SPECIALIST 14025 F08 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13095 F09 FIRE BATTALION CHIE 13985	YEAR HR MO YR HR MO YR HR MO YR F I'R MO	140 .13 24 561 5.641 87.690 28 568 73 355 28 610 6 571 78 849 20 881 7 052 80 107 33.640 7,726	150         14           24 578         5 545           5 545         57.738           25.525         6 092           73 103         28 627           6 575         78 807           30 898         7.096           35,155         33 657           33 657         7.730	150         15           25 814         5 929           71,144         27 858           27 858         6 308           78 778         30 066           5905         82,862           32 450         7,453           99,434         35,348           3118         35,348	170 16 25.832 5,933 71,192 27.878 6,402 76,825 32.084 6,509 82.910 32.478 7.457 09,402 35.385 8,122	180         17           25 849         5,937           5,937         71,240           27 393         6 406           76 874         33 107           8913         82,956           32 485         7,481           89,520         35 382           35 382         8,128	190 18 27 143 6,234 74,505 29 289 6,727 80,720 21 607 7,259 67,108 34 100 7 834 94 008 37 52 8,533	200, 19 27 160 6,238 74,653 29 306 6,731 80,768 31,624 7 263 87 156 34 128 7 838 94 056 3, 165 8,537	210 20 27 177 6 242 74 901 29 324 5 735 80 819 31 642 7,267 97,204 24 145 7 812 94 104 37 167 8 541	220 .21 28 536 6,554 78,046 30 7,90 7 0,71 84 857 33 224 7,630 01,585 35 8,52 8,234 88,300 39,046 8,958	230 - 22 28.054 6.556 78,694 30.807 7.075 64.905 3.3.241 7.634 91.613 35.870 8.238 56.857 59.064 8.972	240 23 28 571 6,562 7 8,742 20 825 7 075 84,063 33 259 7 638 81 661 35 867 8 242 98 305 39,081 5,076	250 24 28.588 6,560 78,790 36.842 7,083 85,001 38.976 7,642 91,709 35.005 8.246 946,953 39.098 8,980	260 25 28.006 6,570 78,338 30.960 7,087 5,049 33.293 7,646 91.757 35.922 8,250 39,001 39.1*6 8,954
FIREFIGHTER 14650 F02 F02 F08 F08 FIRE LIEUTENANT 14025 F08 FIRE CAPTAIN 13095 F09 FIRE BATTALION CHIE	YEAR HR MO YR HR MO YR HR MO YR HR R MO YR F I-R	140 .13 24 501 5.641 87,690 28 508 73 255 28 610 6 571 78 840 20 861 7 002 80 107 33,640	150         14           24 578         5 545           5 545         57,738           25,525         6 392           73 103         28 627           28 627         6 575           70 898         7,096           35,*55         33 657	160         15           25 814         5 929           71,144         27 858           27 858         308           78 778         30 066           5,905         82,862           32 450         7,453           99,434         35,348	170 15 25.832 5.933 71,192 27.878 6.402 76,826 32.084 6.909 82.910 32.478 7.457 09,402 35.385	180         17           25 849         5,937           5,937         71,240           27 393         6 406           76 874         33 107           8913         82,956           32 485         7,481           89,520         35 382           35 382         8,128	190 18 27 143 6,234 74,505 29 289 6,727 80,726 21 507 7,259 87,128 34 100 7 834 94 008 37 152	200, 19 27 160 6,238 74,653 29 306 6,731 80,768 31,624 7 263 87 156 34 128 7 838 94 056 37 169	210 20 27 177 6 242 74 901 29 324 5 735 80 830 31 642 7,267 97,734 24 145 7 842 94 104 5 4 104	220 . 21 . 28 536 6,554 78,646 30 790 7 071 84 857 33 224 7,630 01,585 35 852 8,234 58,309 39,046	230 - 22 28.054 6.558 78,694 30.807 7.075 64.905 33.241 7,634 91,613 35.870 8,238 99.857 59.664	240 .23 28 571 6,562 78,742 30 825 7 075 84,063 33 269 7 638 81 661 5867 8 242 98 305 35,081	250 24 28,588 6,560 78,790 30,847 7,083 85,001 33,975 7,642 91,709 35,605 8,246 94,953 39,098	260 25 28.806 6,570 78.338 30.860 7.087 85.649 33.293 7.646 91.757 35.922 8.250 03.001 39.116
FIRE FIGHTEP 14050 F02 F1RE SPECIALIST 14025 F08 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13095 F09 FIRE BATTALION CHIE 13985 F10	YEAR HR MO YR HR MO YR HR MO YR F HR MO YR YR YR	140 13 24 501 5,641 87,690 26 508 5,088 73 355 28 610 6 571 78 849 20 881 7 002 80 107 33,640 7,726 52 711	150         14           24 578         5 545           5 545         57,738           25,525         6 502           73 103         28 627           6 575         70 8:07           30 898         7,096           7,730         92 753	150         15           25 814         5 929           71,144         27 858           27 858         6 308           78 78         30 066           6,905         82,862           32 450         7,453           59,434         35,348           3118         97,418	170 16 25.832 5,933 71,192 27.876 6,402 76,826 32.084 6,909 82,910 32.468 7,457 09,402 35.085 8,122 97,466	180           25 849           5,937           71,240           27 393           6 406           76 374           33 101           8 913           82,956           32 485           7,461           89,520           35 382           81,260           97,514	190 18 27 143 6,234 74,505 29 289 6,727 80,720 21 507 7,259 87,108 34 100 7 834 94 008 37 152 8,533 102 291	200, 19 27 160 6,238 74,853 29 306 6,731 80,768 31,624 7 263 87 156 34 128 7 838 94 056 2,116 8,537 102 439	210 20 27 177 6 242 74 901 29 324 6 735 80 839 31 642 7,267 97,704 24 145 7 842 94 104 37 167 8 541 102,487	220 . 21 . 28 536 6,554 78,046 30 790 7 071 84 857 33 224 7,630 01,555 35 852 8,234 58,300 39,046 8,958 107,611	230 - 22 28.054 6.556 78,694 30.867 7.075 64.905 3.3.241 7.634 01,613 35.870 8.238 98.857 59.064 8.972 107.659	240 23 28 571 6,562 78,742 30 825 7 079 84,963 33 259 7 638 81 661 5 867 8 242 98 305 50,081 5,076 107,707	250 24 28.588 6,560 78,790 36.842 7,083 85,001 38.976 7,642 91.709 35.965 8.246 94,953 39.098 8.980 (07.755	260 25 28.806 6,570 78,338 30.960 ,087 85,049 39.293 7,646 91.757 35.922 8,250 03,001 39.146 8,084 107,803
FIREFIGHTEP 14050 F02 F1RE SPECIALIST 14025 F08 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13095 F09 FIRE BATTALION CHIE 13985 F10 FIRE DIVISION CHIEF	YEAR HR MO YR HR MO YR HR MO YR F I-R MC YR HR	140 13 24 561 5,641 67,690 28 508 5,088 73 255 28 610 6 571 78 849 20 861 7 002 80 107 53,640 7,126 52 711 36 313	150           14           24 578           5 545           57,738           25,525           6 502           73 103           28 627           6 575           70 898           7,096           35,155           33 657           7,759           36 633	150         15           25 814         5 929           71,144         27 858           27 858         6 358           75 778         30 666           8,965         82,862           32 450         7,453           99,434         35,348           3 118         9,418           39 154         39 154	170 16 25.832 5.933 71,192 27.878 6.402 76.826 32.084 6.909 82.910 32.468 7.457 09.462 35.385 8.122 97.466 38.172	180           25 849           5,937           71,240           27 393           6 406           76 374           33 101           8 913           82,956           32 485           7,461           89,520           35 382           8,126           97,514           38 189	190 18 27 143 6,234 74,505 29 289 6,727 80,720 21 507 7,259 87,108 34 100 7 834 94 008 37 52 8,533 102 297 40,099	200, 19 27 160 6,238 74,853 29 306 6,731 80,768 31,624 7 263 87 156 34 128 7 838 94 050 3, 105, 8,537 102 439 40 117	210 20 27 177 6 242 74 901 29 324 6 735 80 819 31 642 7 267 97,004 24 145 7 812 94 104 37 167 6 541 102,487 40 134	220 . 21 . 28 536 6,654 78,046 30 740 7 071 84 857 33 224 7,830 01,585 35 852 8,234 58,300 39,046 8,968 107,611 42 141	230 - 22 28.054 6.556 78,654 30.867 7.075 64.905 3.3.241 7.634 91,513 35.670 8.238 56.857 39.064 8.972 107.659 42.158	240 23 28 571 6,562 78,742 30 825 7 079 84,063 33 299 7 638 81 661 5 857 8 242 98 305 5,076 107,797 42 175	250 24 28,588 6,560 78,790 30,842 7,083 65,001 33,976 7,642 91,709 35,925 8,246 96,953 39,098 8,980 107,765 42,193	260 25 28.806 6,570 78,338 30.860 7,087 8,087 33.293 7,646 91.757 35.922 8,250 03,001 39.146 8,084 107,803 42.210
FIREFIGHTEP 14050 F02 F1RE SPECIALIST 14025 F08 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13095 F09 FIRE BATTALION CHIE 15985 F10 FIRE DIVISION CHIEF 14015	YEAR HR MO YR HR MO YR HR MO YR F I-R MC YR HR MO	140 .13 24 561 5,641 67,690 29 568 5,088 73 255 28 610 6 571 78 849 20 861 7 092 80 197 33,640 7,126 52 711 36 313 8 340	150           14           24 578           5 545           57,738           25,525           6 092           73 103           28 627           6 575           78 617           30 898           7,096           35,155           33 657           7,730           92 763           36 230           8 344	150         15           25 814         5 929           71,144         27 858           27 858         6 306           75 778         30 066           30 066         6,905           82,862         32 450           32 450         7,453           99,434         35,348           8 118         9,418           35 154         8 763	170 16 25.832 5.933 71,192 27.878 6.402 76.826 30.084 6.909 82.910 32.468 7.457 09.402 35.385 8.122 97.466 58.172 8.767	180           25 849           5,937           71,240           27 893           6 406           76 874           33 101           8 913           82,956           32 485           7,461           89,520           35 382           97,514           38 189           8,771	190 18 27 143 6,234 74,605 29 289 6,727 80,720 21 607 7,259 67,108 54 100 7 834 94 008 37 152 8,533 102 291 40,099 9,209	200, 19 27 160 6,238 74,853 29 306 6,731 80,768 31,624 7 263 87 156 34 128 7 838 94 056 37 102 439 40 117 9 213	210 20 27 177 5 242 74 901 29 324 5 735 80 810 31 642 7 267 97,704 34 145 7 812 94 104 .37 167 8 541 102,497 40 134 9 217	220 . 21 . 28 536 6.554 /8,046 30 790 7 071 84 857 33 224 7,830 01.585 35 852 8,234 58,300 39,046 8,968 107,611 42 141 9,678	230 - 22 28.054 6.558 78,694 30.807 7.975 64.935 3.3.241 7.634 91,633 35.870 8,238 56.857 39.064 8,972 107.659 42.158 3,682	240 23 28 571 6,562 78,742 30 825 7 079 84,063 33 259 7 638 81 661 5,676 107,707 42 175 5,686	250 24 28,588 6,560 78,790 30,842 7,083 65,001 32,976 7,642 91,709 35,625 8,246 94,953 39,098 8,980 (07,765 42,193 6,690	260 25 28.806 6,570 78.338 30.860 7.838 30.987 85.049 33.293 7.646 91.757 35.922 8,250 0.9001 39.146 8,054 107.803 42.210 9,694
FIREFIGHTEP 14050 F02 F1RE SPECIALIST 14025 F08 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13095 F09 FIRE BATTALION CHIE 15985 F10 FIRE DIVISION CHIEF 14015	YEAR HR MO YR HR MO YR HR MO YR F I-R MC YR HR	140 .13 24 561 5,641 67,690 29 568 5,088 73 255 28 610 6 571 78 849 20 861 7 092 80 197 33,640 7,126 52 711 36 313 8 340	150           14           24 578           5 545           57,738           25,525           6 502           73 103           28 627           6 575           70 898           7,096           35,155           33 657           7,759           36 633	150         15           25 814         5 929           71,144         27 858           27 858         6 306           75 778         30 066           30 066         6,905           82,862         32 450           32 450         7,453           99,434         35,348           8 118         9,418           35 154         8 763	170 16 25.832 5.933 71,192 27.878 6.402 76.826 32.084 6.909 82.910 32.468 7.457 09.462 35.385 8.122 97.466 38.172	180           25 849           5,937           71,240           27 893           6 406           76 874           33 101           8 913           82,956           32 485           7,461           89,520           35 382           97,514           38 189           8,771	190 18 27 143 6,234 74,605 29 289 6,727 80,720 21 607 7,259 67,108 54 100 7 834 94 008 37 152 8,533 102 291 40,099 9,209	200, 19 27 160 6,238 74,853 29 306 6,731 80,768 31,624 7 263 87 156 34 128 7 838 94 050 3, 105, 8,537 102 439 40 117	210 20 27 177 5 242 74 901 29 324 5 735 80 810 31 642 7 267 97,704 34 145 7 812 94 104 .37 167 8 541 102,497 40 134 9 217	220 . 21 . 28 536 6.554 /8,046 30 790 7 071 84 857 33 224 7,830 01.585 35 852 8,234 58,300 39,046 8,968 107,611 42 141 9,678	230 - 22 28.054 6.556 78,654 30.867 7.075 64.905 3.3.241 7.634 91,513 35.670 8.238 56.857 39.064 8.972 107.659 42.158	240 23 28 571 6,562 78,742 30 825 7 079 84,063 33 259 7 638 81 661 5,676 107,707 42 175 5,686	250 24 28,588 6,560 78,790 30,842 7,083 65,001 33,976 7,642 91,709 35,925 8,246 96,953 39,098 8,980 107,765 42,193	260 25 28.806 6,570 78,338 30.860 7,087 8,087 33.293 7,646 91.757 35.922 8,250 03,001 39.146 8,084 107,803 42.210
FIRE FIGHTER 14650 F02 FIRE SPECIALIST 14025 F08 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13095 F09 FIRE BATTALION CHIE 13985 F10 FIRE DIVISION CHIEF 14015 F11	YEAR HR MO YR HR MO YR HR MO YR HR MC YR HR MO YR	140 .13 24 561 5,641 67,690 29 568 5,088 73 255 28 610 6 571 78 849 20 861 7 092 80 197 33,640 7,126 52 711 36 313 8 340	150           14           24 578           5 545           57,738           25,525           6 092           73 103           28 627           6 575           78 617           30 898           7,096           35,155           33 657           7,730           92 763           36 230           8 344	150         15           25 814         5 929           71,144         27 858           27 858         6 306           75 778         30 066           30 066         6,905           82,862         32 450           32 450         7,453           99,434         35,348           8 118         9,418           35 154         8 763	170 16 25.832 5.933 71,192 27.878 6.402 76.826 30.084 6.909 82.910 32.468 7.457 09.402 35.385 8.122 97.466 58.172 8.767	180           25 849           5,937           71,240           27 893           6 406           76 874           33 101           8 913           82,956           32 485           7,461           89,520           35 382           97,514           38 189           8,771	190 18 27 143 6,234 74,605 29 289 6,727 80,720 21 607 7,259 67,108 54 100 7 834 94 008 37 152 8,533 102 291 40,099 9,209	200, 19 27 160 6,238 74,853 29 306 6,731 80,768 31,624 7 263 87 156 34 128 7 838 94 056 37 102 439 40 117 9 213	210 20 27 177 5 242 74 901 29 324 5 735 80 810 31 642 7 267 97,704 34 145 7 812 94 104 .37 167 8 541 102,497 40 134 9 217	220 . 21 . 28 536 6.554 /8,046 30 790 7 071 84 857 33 224 7,830 01.585 35 852 8,234 58,300 39,046 8,968 107,611 42 141 9,678	230 - 22 28.054 6.558 78,694 30.807 7.975 64.935 3.3.241 7.634 91,633 35.870 8,238 56.857 39.064 8,972 107.659 42.158 3,682	240 23 28 571 6,562 78,742 30 825 7 079 84,063 33 259 7 638 81 661 5,676 107,707 42 175 5,686	250 24 28,588 6,560 78,790 30,842 7,083 65,001 32,976 7,642 91,709 35,625 8,246 94,953 39,098 8,980 (07,765 42,193 6,690	260 25 28.806 6,570 78.338 30.860 7.838 30.987 85.049 33.293 7.646 91.757 35.922 8,250 0.9001 39.146 8,054 107.803 42.210 9,694
FIRE SPECIALIST 14050 F02 F1RE SPECIALIST 14025 F08 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13095 F09 FIRE GATTALION CHIE 13985 F10 FIRE DIVISION CHIEF 14015 F11 FIRE ASSISTANT CHIE	YEAR       HR       MO       YR       HR       MO       YR	140 .13 24 561 5,641 67,690 29 568 5,088 73 255 28 610 6 571 78 849 20 861 7 092 80 197 33,640 7,126 52 711 36 313 8 340	150           14           24 578           5 545           57,738           25,525           6 092           73 103           28 627           6 575           78 617           30 898           7,096           35,155           33 657           7,730           92 763           36 230           8 344	150         15           25 814         5 929           71,144         27 858           27 858         6 306           75 778         30 066           30 066         6,905           82,862         32 450           32 450         7,453           99,434         35,348           8 118         9,418           35 154         8 763	170 16 25.832 5.933 71,192 27.878 6.402 76.826 30.084 6.909 82.910 32.468 7.457 09.402 35.385 8.122 97.466 58.172 8.767	180           25 849           5,937           71,240           27 893           6 406           76 874           33 101           8 913           82,956           32 485           7,461           89,520           35 382           97,514           38 189           8,771	190 18 27 143 6,234 74,605 29 289 6,727 80,720 21 607 7,259 67,108 54 100 7 834 94 008 37 152 8,533 102 291 40,099 9,209	200, 19 27 160 6,238 74,853 29 306 6,731 80,768 31,624 7 263 87 156 34 128 7 838 94 056 37 102 439 40 117 9 213	210 20 27 177 5 242 74 901 29 324 5 735 80 810 31 642 7 267 97,704 34 145 7 812 94 104 .37 167 8 541 102,497 40 134 9 217	220 . 21 . 28 536 6.554 /8,046 30 790 7 071 84 857 33 224 7,830 01.585 35 852 8,234 58,300 39,046 8,968 107,611 42 141 9,678	230 - 22 28.054 6.558 78,694 30.807 7.975 64.935 3.3.241 7.634 91,633 35.870 8,238 56.857 39.064 8,972 107.659 42.158 3,682	240 23 28 571 6,562 78,742 30 825 7 079 84,063 33 259 7 638 81 661 5,676 107,707 42 175 5,686	250 24 28,588 6,560 78,790 30,842 7,083 65,001 32,976 7,642 91,709 35,625 8,246 94,953 39,098 8,980 (07,765 42,193 6,690	260 25 28.806 6,570 78.338 30.860 7.838 30.987 85.049 33.293 7.646 91.757 35.922 8,250 0.9001 39.146 8,054 107.803 42.210 9,694
FIRE FIGHTER 14650 F02 FIRE SPECIALIST 14025 F08 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13095 F09 FIRE BATTALION CHIE 13985 F10 FIRE DIVISION CHIEF 14015 F11	YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR	140 .13 24 561 5,641 67,690 29 568 5,088 73 255 28 610 6 571 78 849 20 861 7 092 80 197 33,640 7,126 52 711 36 313 8 340	150           14           24 578           5 545           57,738           25,525           6 092           73 103           28 627           6 575           78 617           30 898           7,096           35,155           33 657           7,730           92 763           36 230           8 344	150         15           25 814         5 929           71,144         27 858           27 858         6 306           75 778         30 066           30 066         6,905           82,862         32 450           32 450         7,453           99,434         35,348           8 118         9,418           35 154         8 763	170 16 25.832 5.933 71,192 27.878 6.402 76.826 30.084 6.909 82.910 32.468 7.457 09.402 35.385 8.122 97.466 58.172 8.767	180           25 849           5,937           71,240           27 893           6 406           76 874           33 101           8 913           82,956           32 485           7,461           89,520           35 382           97,514           38 189           8,771	190 18 27 143 6,234 74,605 29 289 6,727 80,720 21 607 7,259 67,108 54 100 7 834 94 008 37 152 8,533 102 291 40,099 9,209	200, 19 27 160 6,238 74,853 29 306 6,731 80,768 31,624 7 263 87 156 34 128 7 838 94 056 37 102 439 40 117 9 213	210 20 27 177 5 242 74 901 29 324 5 735 80 810 31 642 7 267 97,704 34 145 7 812 94 104 .37 167 8 541 102,497 40 134 9 217	220 . 21 . 28 536 6.554 /8,046 30 790 7 071 84 857 33 224 7,830 01.585 35 852 8,234 58,300 39,046 8,968 107,611 42 141 9,678	230 - 22 28.054 6.558 78,694 30.807 7.975 64.935 3.3.241 7.634 91,633 35.870 8,238 56.857 39.064 8,972 107.659 42.158 3,682	240 23 28 571 6,562 78,742 30 825 7 079 84,063 33 259 7 638 81 661 5,676 107,707 42 175 5,686	250 24 28,588 6,560 78,790 30,842 7,083 65,001 32,976 7,642 91,709 35,625 8,246 94,953 39,098 8,980 (07,765 42,193 6,690	260 25 28.806 6,570 78.338 30.860 7.838 30.987 85.049 33.293 7.646 91.757 35.922 8,250 0.9001 39.146 8,054 107.803 42.210 9,694

53 Hour Week (With Longevity)

Rank Differentiats (All rank differential are 8% except Capitals to Battalion Chief is 9% and Division Chief to Assistant Chief is 12.8% Step Structure: 5% step Increase at years 6, 9,12,15, 18 & 21 year and 9.15% increase at 3 year