RESOLUTION NO. <u>20051201-012</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 Al Brown City Clerk

Exhibit A

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Collective Bargaining Agreement

Between

The City of Austin

And

The Austin Association of Professional Fire Fighters

Effective December 1, 2005 through September 30, 2008

Final 10-27-05

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1	Article 1
23	Preamble
4	Castley 1. Totant of American
5	Section 1. Intent of Agreement.
. 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
. 14	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.

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1	ARTICLE 2		
2	Definitions		
3 4	Th	e following definitions apply to terms used in this Agreement, unless a	
5	different d	efinition 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	б.	"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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1	8.	"Local Government Code Chapter 143" and/or "Chapter 143" refers to those		
2		portions of the Fire Fighter and Police Officer Civil Service Act, TEXAS		
3		LOCAL GOVERNMENT CODE Chapter 143 which are applicable to the		
4		City.		
5	9.	"Local Government Code Chapter 174" and/or "Chapter 174" refers to the		
6		Fire and Police Employee Relations Act, TEXAS LOCAL GOVERNMENT		
7		CODE Chapter 174.		
8	10.	"Non-Civil Service employee" means any employee of the Austin Fire		
9		Department who is not a fire fighter as defined in Local Government Code		
10		§143.003(4).		
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1	Article 3
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3 4	Recognition of Association
5	The City recognizes the Association as the sole and exclusive bargaining agent for
6	all fire fighters pursuant to Local Government Code Section 174.101.
7	
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Article 4 1 2 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.

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1	Article 5			
2	Non-Discrimination			
3 4	Non-Discrimination			
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.			
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Article 6 1 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 Limited Purpose of Committee. The parties agree to create a Joint A. 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

20 changes without the need for approval by the Association or the committee.

B. Composition of Committee. The Joint Committee shall be composed of three (3) management representatives appointed by the Fire Chief and three (3) Association representatives appointed by the Association President. Necessary resource people will attend. All members of the Joint Committee shall be trained in the principles of IBB, and the Joint Committee shall use the IBB process. Provided, however, that this commitment to

in" and support by department members while maintaining the right to implement policy

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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 on the FireNet. All interested fire fighters shall forward their comments to the Executive 4 5 Staff and the Association Committee Members within seven (7) days in order to make sure that consideration of such comments may occur prior to the meeting. Drafts of policies shall 6 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 implementation of interim policy changes when the Fire Chief determines that the interest of 10 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.

15 D. Operational Policies. Operational policies are not subject to the joint 16 committee process. However, the Fire Chief will take into consideration the advantages of 17 including Association input in work groups or ad hoc committees involved in policy 18 development or revision. The department shall expand the use of the FireNet for comments, 19 or focused comments on the relevant policy related issue.

20 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.

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1	Article 7		
2 3	Association Dues, Payroll Deductions and Indemnification		
4	Section 1. Ducs 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	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)		
20 21 22	Specified Other (subject to subsection B)		
22	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.		

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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

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:

1	(1)	Educational incentive/certification pay;
2	(2)	Assignment pay, including bilingual pay; and
3	(3)	Longevity or seniority pay.
4	-	
5	С.	Reimbursements and Clothing Allowance
6 7	During	g the term of this Agreement, the rates paid by the City of Austin for the
8	following iten	ns shall not be reduced below the rates in effective on October 1, 2005:
9	(1)	Mileage paid for travel between stations;
10	(2)	Reimbursement of auto insurance deductible; and
11	(3)	Clothing allowance.
12		
13	Section 3.	ADDITIONAL PAY PROVISIONS.
14	A.	Operations Division Overtime.
15	Durin	g the term of this Agreement, the Department shall have a policy regarding
16	overtime wor	k in the Operations Division. The policy shall provide for constant staffing of
17	the Operation	s 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 o	of the firefighting company or the business needs of the Department.
20	В.	Kelly Shifts.
21	Durin	g the term of this Agreement, the Department shall have a policy providing for
22	the use of "K	Celly" shifts as part of a fire fighter's work schedule. The application of the
23	policy shall n	ot compromise the integrity of the firefighting company or the business needs
24	of the Depar	tment and must meet applicable legal requirements. For purposes of this
25	Agreement, e	ach fire fighter is scheduled for eighteen (18) work shifts, with the nineteenth
26	(19th) shift b	eing the "Kelly" shift. Each fire fighter's 19-day cycle begins at the end of
27	his/her "Kelly	y" shift. At the end of the third consecutive 19-day cycle, the fire fighter will
28	again be sche	duled 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 6 the Chief may require any fire fighter to perform duties requiring EMT-I or EMT-P skill 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 2	Article 10
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.
9	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 fiscal 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 Article
shall be specified in Departmental policy.

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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 4	Shared Communications Between City and Association		
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,

and email is for public business only, and is not dedicated or made available for expressing or debating views or issues, or for any type of political campaign or election information or endorsements (this limitation does not apply to elections for Association officers, provided that only brief notices naming the individual rank, years of 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

1		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	B. Asso	ciation use of the Pony. The Association may also request approval
7	to distribute specific	c 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 permissi	ion. With approval of the Executive Staff, the Association may be
10	granted approval t	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 appro	oval shall be limited to members of the Executive Board and the
13	Association Preside	nt, 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;
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	(5)	Notices of family member deaths.
22	Materials di	stributed in the Pony or on computer shall meet the same Guidelines
23	no contained in Ca	ction 3.A. above regarding bulletin boards. Other communications

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 11 including a column in any Fire Department publication (should one again be published in 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.

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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 depend
10	on the number of fire fighter positions (excluding Battalion Chiefs) assigned to that
11	Battalion based on the ratio of one vacation slot for every seven (7) fire fighter positions
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 Battalion per
15	shift on Thanksgiving and Christmas is desirable. Therefore, the City agrees to permit one
16	additional fire fighter per Battalion and per shift to schedule vacation time for the shift 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 25 26 27 28	 Parents (biological parents, adoptive parents, or persons in loco parentis to the fire fighter when the fire fighter was a child); Spouse (husband, wife, or domestic partner); Child (biological, adopted, foster, stepchild, legal ward, or a child for whom the fire fighter is a person standing in loco parentis); Sisters or Brothers; Grandparents;
29	(6) Grandchildren;

Parents and grandparents of a fire fighter's spouse; and 1 (7) 2 (8) Any relative living in the same household with a fire fighter. 3 B. 4 Availability and Amount 5 Emergency Leave is available to be used only for a death in the fire fighter's immediate family. A fire fighter on a 53-hour week is allowed four (4) days [forty-eight 6 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.

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C. Emergency Leave Not Subtracted from Other Leave

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 13 and used. The Association shall track utilization of the donated sick leave. 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

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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 fighter 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

3 Section 1. Trading Assignments.

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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

C. Method of Advertising. Battalion Chiefs shall advertise open

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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.

D. Two-year Stay In Staff and Certain Other Assignments. Fire fighters 4 5 who promote or transfer to a staff assignment (40 hours/week) or any other assignment for which assignment pay is received (except bilingual pay) shall ordinarily stay in the 6 assignment for a minimum of two years. A Special Operations two-year commitment 7 8 begins when: (1) the fire fighter begins the departmental, state, or federal certification 9 process to qualify for the assignment; or (2) the fire fighter may be counted towards any 10 established required staffing level. A fire fighter who has not begun training for the 11 Special Operations commitment may apply for "open assignments."

E. Transfer procedures. The procedures to be followed in transferring fire
fighters to "open assignments" are contained in General Order H 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 (1) leave the assignment open; 17 fill the assignment with a staff person, if possible; (2) 18 fill the assignment by promotion; (3) 19 fill the assignment with a recent academy graduate (if the opening (4) 20 is an assignment in the Fire Fighter rank); or 21 (5) fill the assignment by transfer. 22 23 Section 3. Shift Trading Privileges. 24 During the term of this Agreement, the Department shall have a policy Α. 25 providing for the trading of shifts/time among fire fighters. The policy shall provide 26 flexibility for fire fighters to trade shifts/time, provided that the trades do not compromise 27 the integrity of the fire fighting company or the business needs of the Department.

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1 Β. 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.

Nothing in this Article shall be construed as limiting the Fire Chiefs authority to
determine personnel assignments.

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

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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

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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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as proctors. The evaluators who score the candidate's performance will not be AFD fire fighters. Before the practical skills evaluation is recommended to the Fire Chief for use, the Curriculum Criteria Committee will meet with the Association President and two members of the Association Executive Board to review the proposed practical skills evaluation and obtain suggestions and comments from the Association representatives. The Association suggestions and comments will be provided by the Committee to the 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.

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

19 20

E. Seniority Points.

Fire Specialist and Lleutenant. 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

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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
Section 143.033(b), each candidate who passes the written examination will have added
to his/her passing score one (1) additional point for each year of service in the
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 1.H below, promotions to the rank of Division Chief and Assistant Chief will be made by 15 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 18 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

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

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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 created until they expire. Thereafter, new eligibility lists for the ranks of Fire Specialist 6 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 this Article. Division Chiefs promoted from Civil Service promotional lists may not be 9 demoted involuntarily except in accordance with Local Government Code Section 10 11 143.054 or this Agreement.

12

L. "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 A. 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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B. Appeals Criteria.

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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	(e) 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 sppcal
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)	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.
3 4 5			(d)	The question is not from the listed source material.
5				
6		6.	The fo	ollowing contains examples of appeals that will not be submitted to
7	ł	the Civ	il Servi	ce Commission for its review:
8			(8)	Punctuation marks are missing or incorrect.
9			(b)	The exact wording in the source materials was not used.
10 11			(c)	Disagreement with the way a question or answer choice is phrased.
12			(đ)	The question is not job relevant. (All materials included on
13				the approved source materials list are deemed job relevant.)
14				
15	С.	Appea	lis Crit	teria Committee.
16		1.	Role	of Appeals Criteria Committee. An Appeals Criteria
17	Committee (AC	CC) sh	all be	appointed to review and modify, as necessary, the criteria for
18	what may be a	ppeale	d to th	e Civil Service Commission following all written promotional
19	examinations.	The .	ACC a	hall review the appeal criteria contained in this Agreement
20	following the fi	rst wri	tten ex	amination appeal conducted under this Agreement to determine
21	whether the cri	iteria s	hould	be modified. Thereafter, the ACC shall meet to review the
22	criteria prior to	each e	xamina	ation appeal process.
23	:	2.	Appo	intment of Members. The ACC, composed of seven (7)
24	individuals, sha	ll be ap	ppointe	ed as follows:
25		(a)	Three	(3) members appointed by the Association, each having taken
26			at lea:	st one (1) promotional exam;
27		(Ե)		(2) members appointed by the Fire Chief, each having taken at
28				one (1) promotional exam;
29		(c)		1) member appointed by the Director of Human Resources; and
30		(d)		(1) member appointed by the Chair of the Civil Service
31			Com	nission.
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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 established by the Human Resources Department, each candidate who has taken a written 8 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 Agreement. Each candidate will receive a copy of the Human Resources Department 11 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 examinations and write and submit an appeal. Each fire fighter will be responsible for 15 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 designated for the fire fighter to review his/her examination and to write and submit an 21 22 appeal, the fire fighter may bring self-prepared materials such as notes, flash cards, or

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outlines. The only published materials a fire fighter may bring are the source materials upon 1 2 which the examination was based. 3 E. **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 appointed by the Association and the Fire Chief; and 13 14 One (1) non-voting member appointed by the Human (ii) 15 Resources Department. 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 For promotional examinations for Battalion Chief rank: (d) 30 Four (4) Battalion Chiefs or higher rank two (2) each (i) appointed by the Association and the Fire Chief; and 31

1 (ii)	One (1) non-voting member appointed by the Human
2	Resources Department.
3	-

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 recommendation regarding the validity of an appeal or subsequent Civil Service 8 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 decisions, except an appeal alleging the City's failure to validate the written examination. 11 12 fraud, collusion, or unlawful means.

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Section 3. PRACTICAL SKILLS EVALUATION APPEALS.

15 A. 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:

Statement of complaint. The candidate shall file a detailed
 description of the complaint.

(a) **Bases for appeal.** Only the following reasons shall be valid reasons for appeal:

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23	(i) failure of the subject matter to be included in the official
24	posting;
25	(ii) inaccurate correlation of the testing standard to the published
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	В.	Remedics.	The Commission may order	r any reasonable remedy designed	i to
3	achieve faime	ss for all appl	icants and avoids the necessi	ity for re-testing if practicable.	

4 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.

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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 circumstances do not give rise to any right to be placed on a reinstatement list. Persons on the list 16 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.

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D. Promotional eligibility after reinstatement.

Once reinstated, a fire fighter's eligibility for promotion shall be determined from cumulative
 time in rank, rather than continuous time in rank.

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1 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.

Section 5. VACANCIES.

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С.

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 ataffing 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
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issues in this Article, and have chosen to do so in a spirit of cooperation toward the objective of enhancing trust, confidence, and working relationships. Neither the City nor the Association concede or waive any legal positions or rights as to future bargaining cycles by bargaining and reaching agreement on this Article. No rights shall exist under this Agreement as to the number of authorized personnel except as specifically set forth in this Article, and no policy or practice not set forth in this Article shall be contractually 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.

2	Article 17
3	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
16	examination, as further provided in Section 4, following. Any written exam or oral
17	interview board process used to do the initial ranking will be prepared and validated by a

to actual requirements, skills, knowledge, and aptitude necessary to become a 19 20 professional fire fighter.

competent testing professional, and shall be designed to achieve an objective correlation

21 Section 3. Batching of Applicants.

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22 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 23 Final 10-27-05

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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

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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.

4 A. One (1) point will be added to the ranking grade of each applicant who is 5 certified, according to the procedures adopted by the Fire Chief, as bilingual in any one 6 of the following languages:

- 7 (1) Spanish; 8 (2) French/Haitian; Asian (Vietnamese, Cantonese, Thai, Korean, Japanese, and 9 (3) 10 Malaysian); (4) 11 American Sign Language; or 12 (5) German. 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.

Notwithstanding Section 143.025(h), the life of an eligibility list shall be one year from the date that the list is certified by the Commission as the final eligibility list. The list will be certified as final by the Commission before any selections are made from the list.

26 Section 9. "Pipeline Evergreen" Provision.

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If, at the time this Agreement expires, there is no current hiring eligibility list in
 effect and the Department has completed the General Aptitude Test before expiration of
 this Agreement, the remainder of the hiring process may continue for one Academy class,
 notwithstanding the expiration of this Agreement.

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 1. academic and performance criteria no less stringent than those for Class 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. 14 one (1) re-test for each announced skill evaluation; and the role of the cadet oversight committee. 15 4. 16 17 B. This article does not prevent the implementation of any criteria required by law, regulation, or industry standard such as the Texas Commission on Fire Protection, 18. 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 Chief'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 С. This Article shall not affect the Chief's existing authority to make

26 determinations about cadets on issues of attendance, discipline, personality, suitability or

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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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1 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.

7 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 fighter, 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 rehabilitation 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 paying 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.

In considering appropriate disciplinary action, the Fire Chief may require that a fire 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, the Fire Chief may offer the fire fighter, as an alternative to indefinite suspension, the opportunity to enter into a "Last Chance Probation" agreement. The agreement may include the following provisions in addition to any other provisions agreed upon by the fire fighter

10 and the Fire Chief.

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(a) The fire fighter will successfully complete the program of counseling and/or rehabilitation recommended by the qualified professional designated by the Fire Chief.

(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 fighter shall be responsible for paying all costs of the program of counseling and/or rehabilitation which are not covered by the fire fighter's health insurance plan.

(c) The fire fighter will agree to a probationary period not to exceed one year, with the additional requirement that if, during the probationary period, the fire fighter commits the same or a similar act of misconduct, the fire fighter will be indefinitely suspended without right of appeal.

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,
- 30 the fire fighter may be indefinitely suspended without right of appeal.

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1 Section 5. Publishing Notice of Discipline.

2 The Fire Chief must publish and circulate within the Department a communication 3 which informs fire fighters of disciplinary suspensions imposed by the Fire Chief or 4 disciplinary suspensions agreed to by the Fire Chief and a fire fighter. The communication 5 may include the fire fighter's rank; each policy or rule which was violated; any extenuating 6 or mitigating circumstances; a brief factual description if the policy or rule violation is not 7 self-explanatory; and the discipline imposed or agreed to by the fire fighter. The 8 communication shall not identify the fire fighter by name.

9 Section 6. Transfers Related to Discipline.

10 The Fire Chief retains all right and authority to direct the assignment or placement of 11 fire fighters. If any fire fighter is transferred in relation to a disciplinary action, the Fire 12 Chief shall make every attempt to place the transferred fire fighter in a vacant assignment. 13 If a fire fighter, other than the fire fighter being disciplined, is displaced because of a 14 transfer related to discipline, the Fire Chief will make every attempt to help the displaced 15 individual move to a more desirable location, which may not necessarily be the location 16 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 3 for advance notice of any proposed action. The form shall recite any instances of prior counseling or action, or if there are none, shall state the specific reasons justifying the 4 present action without prior progressive corrective action. Written reprimands shall be 5 initiated by the fire fighter's immediate supervisor. The "immediate supervisor" is the one 6 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.

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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
2 0	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.

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1 Section 6. Public Relations Director.

The position of Public Relations Director will be a non-Civil Service position which 2 3 may retain all of the duties and responsibilities of the previous Public Information Officer. 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 scenes. The parties specifically agree, however, that no grievances or other claims may be filed by any Civil Service employee if any reporter or camera operator 7 8 inadvertently speaks with and/or photographs a non-Civil Service employee at a fire or 9 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

3 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 14 filing the grievance in writing with the Professional Standards Officer. The written 15 grievance must state briefly the nature of the problem, the specific contract provision(s) 16 allegedly violated, and the requested remedy.

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

3 Section 3. Time Limit for Filing Contract Gricvances.

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

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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 that neither the City nor the Association shall have ex parte communications with the 5 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 Gricvances.

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,

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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.

18 If any deadline falls on a Saturday, Sunday, or other date when the Chief's office19 is 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.

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

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Article 21

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

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1	Article 22
2	Health Insurance/PEHP
3	Section 1. Health 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	

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1Article 232Pre-emption of Civil Service and Other Provisions3To the extent allowed by law, the provisions of this Agreement shall supersede4the provisions of any statute, executive order, local ordinance, or rule with which they5specifically conflict. Examples of statutes, ordinances, and rules which may be pre-6empted by this Agreement include, without limitation, Civil Service statutes, City7ordinances, Civil Service Rules, and Department policies and procedures.8

Article 24

Entire Agreement & Maintenance of Standards

3 Section 1. Entire Agreement.

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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 mutual 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

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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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1	Article 25
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

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.

14 Section 4. Timeliness of Mail Notice. A notice provided by mail will be 15 deemed timely if addressed to the two correct mailing addresses for the City or the 16 Association and postmarked no later than the date such notice is due.

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

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

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1	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.

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IN WITNESS WHEREOF, THE PARTIES HAVE CAUSED TO HAVE THIS 1 AGREEMENT TO BE SIGNED BY THEIR DULY AUTHORIZED 2 3 4 5 6 7 REPRESENTATIVES ON THIS THE ____ DAY OF _____, 2005. City of Austin Austin Association of Austin Fire Department Professional Fire Fighters 8 9 By:_ By:_ Mike Martinez Toby Hammett Futrell 10 City Manager President 11 12

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

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40 Hour Week (With Longevity)

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ruz	YR	40,443	44,000	47,787	52,199	52,247	52,295	54,944	54,992	55,040	57,822	57,870	57,918	60,831
FIRE SPECIALIST	HR			24.809	27.098	27.121	27.144	28.517	28.541	28.564	30.006	30.029	30.052	31.563
14025	MO			4,300	4,697	4,701	4,705	4,943	4,947	4,951	5.201	5,205	5,209	5,471
F06	YR			51,602	56,364	56,412	56,460	59,316	59,364	59,412	62,413	62,461	62,509	65,652
FIRE LIEUTENANT	HR					29.283	29.306	30.788	30.811	30.834	32.390	32,413	32,436	34.066
14020	MO					5,076	5,080	5,337	5,341	5,345	5,614	5,618	5,622	5,90
F06	YR					60,909	60,957	64,039	64,087	64,135	67,371	67,419	67,467	70,858
FIRE CAPTAIN	HR							33.240	33.263	33.286	34.965	34,988	35.011	36.76
13995	MO							5,762	5,766	5,770	6,061	6,065	6,069	6,373
F09	YR							69,139	69,187	69,235	72,726	72,774	72,822 .	76,480
FIRE BATTALION CHIEF	HR									36.265	38.093	38,116	38,139	40.054
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FIRE DIVISION CHIEF	HR									39.151	41.124	41.147	41.170	43.236
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F12 NOTES:	YR MONT GRADE AYSTEP YEAR	14D	- 150 - 14	р 160 16	Q 170 16	R 480 47	5 190 58	200 99	U 219 20	V 220 21	230 22	240 23	250 24	260 25
F12 NOTES: FIREFIGHTER	YR MONT GRADE AYSTEP YEAR HR	N 140 13 29.269	0 450 54 29,292	950 15 30.766	Q 170 16 30.789	R 180 17 30.812	5 190 38 32,354	T 200 49 32.377	U 210 20 32,400	220 21 34,020	230 22 34.043	240 23 34.066	250 24 34.069	260 25 34.112
F12 NOTES: 1999 P FIREFIGHTER 14050	YR MONT GRADE AYSTEP YEAR HR MO	N 14D 13 29.269 6,073	0 150 14 29.292 5,077	9 460 15 30.766 5,333	Q 170 16 30.789 5,337	R 180 17 30.812 5,341	5 190 58 32.354 5,608	200 49 32.377 5,612	U 219 20 32,400 5,618	V 220 21 34,020 5,897	230 22 34.043 5,901	240 23 34.066 5,905	250 24 34.089 5,809	260 25 34.112 5,913
F12 NOTES: FIREFIGHTER	YR MONT GRADE AYSTEP YEAR HR	N 140 13 29.269	0 450 54 29,292	950 15 30.766	Q 170 16 30.789	R 180 17 30.812	5 190 38 32,354	T 200 49 32.377	U 210 20 32,400	220 21 34,020	230 22 34.043	240 23 34.066	250 24 34.069	260 -
F12 NOTES: 1999 P FIREFIGHTER 14050	YR MONT GRADE AYSTEP YEAR HR MO	N 14D 13 29.269 6,073	0 150 14 29.292 5,077	9 460 15 30.766 5,333	Q 170 16 30.789 5,337	R 180 17 30.812 5,341	5 190 58 32.354 5,608	200 49 32.377 5,612	U 219 20 32,400 5,618	V 220 21 34,020 5,897	230 22 34.043 5,901	240 23 34.066 5,905	250 24 34.089 5,809	250 25 34.112 5,913 70,954
F12 NOTES: FIREFIGHTER 14050 F02	YR MONT GRADE AYSTEP YEAR HR MO YR	N 43 29.269 6,073 60,879	D 150 14 29.292 5,077 60,927	P 160 15 30.766 5,333 63,992	Q 170 16 30.789 5,337 64,040	R 180 17 30.812 5,341 64,088	5 190 58 32.354 5,608 67,296	7 200 49 32.377 5,612 67,344	U 20 32,400 5,616 67,392	220 21 34.020 5,897 70,762	230 22 34.043 5,901 70,810	240 23 34.066 5,905 70,858	250 24 34.089 5,809 70,906	260 25 34.112 5,913
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST	YR MONT GRADE AYSTEP YEAR HR MO YR HR	N 14D 13 29.269 6,073 60,879 31.586	D 150 14 29.292 5,077 60,927 31.609	P 450 30.766 5,333 63,992 33.199	Q 170 16 30.789 5,337 64,040 33.222	R 180 17 30.812 5,341 64,088 33.245	5 190 58 32.354 5,608 67,296 34,909	200 49 32.377 5,612 67,344 34.932	U 20 32.400 5,616 67,392 34.955	220 21 34.020 5,897 70,762 36.703	230 22 34.043 5.901 70.810 36.726	240 23 34.066 5,905 70,858 36.749	250 24 34.089 5,809 70,906 36.772	260 25 34.112 5,913 70,954 36.705
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06	YR MONT GRADE AYSTEP YEAR HR MO YR HR MO YR	N 440 45 29.269 6.073 60,879 31.586 5.475 65,700	D 450 44 29,292 5,077 60,927 31,609 5,479 65,748	P 357 30.766 5,333 63,992 33.199 5,755 69,054	92 36 30.789 5,337 64,040 33.222 5,759 69,102	R 120 17 30.812 5,341 64,088 33.245 5,763 69,150	5 190 32.354 5,608 67,296 34,909 6,051 72,611	T 200 32.377 5.612 67,344 34.932 6,055 72,659	U 219 20 32,400 5,616 67,392 34,955 6,059 72,707	220 221 34.020 5.897 70,762 36.703 6,362 76,342	230 22 34.043 5,901 70.810 36.726 6,366 76,390	240 23 34.066 5,905 70,858 36.749 6,370 76,438	250 22 34.089 5,809 70,906 36.772 6,374 76,486	250 25 34.112 5,913 70,954 36.795 6,376 76,534
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT	YR MONT GRADE AYSTEP YEAR HR MO YR HR MO YR	N 140 13 29.269 6,073 60,879 31.586 6,475 65,700 34,089	D \$50 \$4 29.292 5.077 60.927 31.609 5.479 65,748 34.112	P. 150 15 30.766 5,333 63,982 33.199 5,755 69,054 35.827	0 170 16 30.769 5,337 64,040 33.222 5,759 69,102 35.850	R 180 17 5,341 64,085 33,245 5,763 69,150 35,873	\$ 190 38 32,354 5,608 67,296 34,909 6,051 72,611 37,669	200 39 32,377 5,612 67,344 34,932 6,055 72,659 37.692	U 219 20 32,400 5,616 67,392 34,955 6,059 72,707 37,715	220 21 34.020 5,897 70,762 36.703 6,362 76,342 39.600	230 22 34.043 5.901 70.810 36.726 6.366 76.390 39.624	240 23 34.066 5,905 70,858 36.749 6,370 76,438 39.647	250 24 34.089 5,809 70,906 36.772 6,374 76,486 39.670	260 25 34.112 5.913 70.954 36.795 6.370 76.534 39.693
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06	YR MONT GRADE AYSTEP YEAR HR MO YR HR MO YR	N 440 45 29.269 6.073 60,879 31.586 5.475 65,700	D 450 44 29,292 5,077 60,927 31,609 5,479 65,748	P 357 30.766 5,333 63,992 33.199 5,755 69,054	92 36 30.789 5,337 64,040 33.222 5,759 69,102	R 120 17 30.812 5,341 64,088 33.245 5,763 69,150	5 190 32.354 5,608 67,296 34,909 6,051 72,611	T 200 32.377 5.612 67,344 34.932 6,055 72,659	U 219 20 32,400 5,616 67,392 34,955 6,059 72,707	220 221 34.020 5.897 70,762 36.703 6,362 76,342	230 22 34.043 5,901 70.810 36.726 6,366 76,390	240 23 34.066 5,905 70,858 36.749 6,370 76,438	250 22 34.089 5,809 70,906 36.772 6,374 76,486	250 25 34.112 5,913 70,954 36.795 6,376 76,534
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08	YR MONT GRADE AYSTEP YEAR HR MO YR HR MO YR HR MO YR	N 140 13 29.269 6,073 60,879 31.586 5,475 65,700 34,089 5,909 70,906	D: \$50 \$4 29.292 5,077 60,927 31.609 5,479 65,748 34.112 5,913 70,954	150 150 15 30.766 5,333 63,992 33,199 5,755 69,054 35,827 6,210 74,521	Q 170 36 30,789 5,337 64,040 33,222 5,759 69,102 35,850 6,214 74,569	R 120 47 30.812 5,341 64,088 33,245 5,763 69,150 35,873 6,218 74,617	5,005 32,354 5,608 67,296 34,909 6,051 72,611 37,669 6,529 78,351	200 49 32.377 5,612 67,344 34,932 6,055 72,659 37,692 6,533 78,399	U 210 220 32,400 5,616 67,392 34,955 6,059 72,707 37,716 6,537 78,447	220 21 34,020 5,897 70,762 36,703 6,362 76,342 39,600 6,864 \$2,369	250 22 34.043 5.901 70.810 36.726 6.366 76,390 39.624 6.868 82,417	240 23 34,066 5,905 70,858 36,749 6,370 76,438 39,647 6,872 82,465	250 24 34.089 5,809 70,906 36.772 6,374 76,486 39,870 6,876 82,513	260 25 34.112 5.912 70,954 36.704 6.374 76,534 39.693 6.880 62,561
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN	YR MONT GRADE AYSTEP YEAR HR MO YR HR MO YR HR MO YR HR	N 440 43 29.269 6.073 60,879 31.586 5.475 65,700 34.089 5,909 70,906 36.792	D 150 14 29.292 5,077 60,927 31.609 5,479 65,748 34.112 5,913 70,954 36.815	450 450 45 30.766 5,333 63,992 33,199 5,755 69,054 35,827 6,210 74,521 38,666	20 170 36 30.769 5.337 64.040 33.222 5.759 69.102 35.850 6.214 74.569 38.669	R 380 37 30.812 5,341 64,085 33,245 5,763 69,150 35,873 6,216 74,617 38,712	5 190 38 32,354 5,608 67,296 34,909 6,051 72,611 37,669 6,529 78,351 40,649	200 39 32.377 5,612 67,344 34,932 6,055 72,659 37,692 6,533 78,399 40.672	U 219 20 32,400 5,616 67,392 34,955 6,059 72,707 37,715 6,537 78,447 40,695	220 21 34.020 5.897 70.762 36.703 6.362 76.342 39.600 6.664 62.369 42.730	230 22 34.043 5.901 70.810 36.726 6.366 76,390 39.624 6.868 82,417 42.753	240 23 34,066 5,905 70,858 36,749 6,370 76,438 39,647 6,872 82,465 42,776	250 24 34.089 5,809 70,906 36.772 6,374 76,486 39,670 6,876 6,876 6,876 6,2,513 42,799	260 25 34.112 5.912 70,954 36.704 6.374 76,534 39.692 6.880 62,561 42.822
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08	YR MONT GRADE AYSTEP YEAR HR MO YR HR MO YR HR MO YR	N 140 13 29.269 6,073 60,879 31.586 5,475 65,700 34,089 5,909 70,906	D: \$50 \$4 29.292 5,077 60,927 31.609 5,479 65,748 34.112 5,913 70,954	150 150 15 30.766 5,333 63,992 33,199 5,755 69,054 35,827 6,210 74,521	Q 170 36 30,789 5,337 64,040 33,222 5,759 69,102 35,850 6,214 74,569	R 120 47 30.812 5,341 64,088 33,245 5,763 69,150 35,873 6,218 74,617	5,005 32,354 5,608 67,296 34,909 6,051 72,611 37,669 6,529 78,351	200 49 32.377 5,612 67,344 34,932 6,055 72,659 37,692 6,533 78,399	U 210 220 32,400 5,616 67,392 34,955 6,059 72,707 37,716 6,537 78,447	220 21 34,020 5,897 70,762 36,703 6,362 76,342 39,600 6,864 \$2,369	250 22 34.043 5.901 70.810 36.726 6.366 76,390 39.624 6.868 82,417	240 23 34,066 5,905 70,858 36,749 6,370 76,438 39,647 6,872 82,465	250 24 34.089 5,809 70,906 36.772 6,374 76,486 39,870 6,876 82,513	260 25 34.112 5,913 70,954 36.792 6,376 6,376 76,534 39,693 6,880 6,880 6,880 6,880 6,2561 42,822 7,422
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13695 F09	YR MONT GRADE AYSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR	N 140 13 29.269 6,073 60,879 31.586 6,475 85,700 34,089 6,909 70,906 36,792 6,377 76,528	D \$50 \$4 29.292 5.077 60.927 31.609 65,748 34.112 5.913 70,954 36.815 6,361 76,576	250 250 250 250 250 250 250 250 250 250	Q 170 36 30.789 5,337 64,040 33.222 5,759 69,102 35.850 6,214 74,569 38.669 6,706 80,473	R 120 17 30.812 5,341 64,088 33.245 5,763 69,150 35.673 6,216 74,817 38,712 6,710 60,521	5,000 32,354 5,606 67,296 34,909 6,051 72,611 37,669 6,529 78,351 40,649 7,046 84,549	200 49 32.377 5,612 67,344 34,932 6,055 72,659 37,692 6,533 78,399 40,672 7,050 84,597	U 210 32,400 5,616 67,392 34,955 6,059 72,707 37,716 6,537 78,447 40,695 7,054 84,645	220 21 34.020 5.897 70,762 36.703 6.362 76,342 39.600 6.864 82,369 42,730 7,406 88,878	250 22 34.043 5,901 70,810 36.726 6,366 76,390 39.624 6,868 82,417 42,753 7,410 88,926	240 23 34.066 5,905 70,858 36,749 6,370 76,438 39,647 6,872 82,465 42,776 7,414 88,974	250 24 34.069 5,809 70,906 36,772 6,374 76,486 39,670 6,876 82,513 42,799 7,418 89,022	260 25 34.112 5.912 70,954 36.70 6.376 76,534 39.692 6.880 6.880 6.880 6.880 6.82,561 42.822 7.422 89,070
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF	YR MONT GRADE AYSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR	N 140 13 29.269 6,073 60,879 31.586 6,475 65,700 34,089 5,909 70,906 36,792 6,377 76,528 40,077	D \$50 \$4 29.292 5,077 60,927 31.609 6,479 65,748 34.112 5,913 70,954 36.815 6,361 76,576 40.100	250 250 250 250 250 250 250 250 250 250	Q 170 36 30.789 5,337 64,040 33.222 5,759 69,102 35,850 6,214 74,569 38,689 6,706 60,473 42,138	R 120 17 30.812 5,341 64,085 33,245 5,763 69,150 35.873 6,216 74,617 38,712 6,710 60,521 42,161	5 190 38 32,354 5,606 67,296 34,909 6,051 72,611 37,669 6,529 78,351 40,649 7,046 84,549 44,270	200 49 32,377 5,612 67,344 34,932 6,055 72,659 37,692 6,533 78,399 40,672 7,050 84,597 44,293	U 210 220 32,400 5,616 67,392 34,955 6,059 72,707 37,715 6,537 78,447 40,695 7,054 84,645 44,316	220 21 34.020 5.897 70.762 36.703 6.362 76.342 39.600 6.864 82.369 42.730 7.406 88.878 46.532	230 22 34.043 5,901 70,810 36.726 6,366 76,390 39.624 6,868 82,417 42,753 7,410 88,926 48.555	240 23 34.066 5,905 70,858 36,749 6,370 76,438 39,647 6,872 82,465 42,776 7,414 88,974 46,678	250 24 34.089 5,809 70,906 36,772 6,374 76,466 39,670 6,876 82,513 42,799 7,418 89,022 48,601	260 25 34.112 5.912 70,954 36.79 6.376 76,534 39.692 6.880 82,567 42.822 7,422 89,070 48.62
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14026 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13985	YR MONT GRADE AYSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO	N 140 13 29.269 6,073 60,879 31.586 6,475 65,700 34,089 5,909 70,906 36,792 6,377 76,528 40,077 6,947	D \$50 \$4 29.292 5,077 60,927 31.609 5,479 65,748 34.112 5,913 70,954 36.815 6,361 76,576 40.100 6,951	250 250 250 250 250 250 250 250 250 250	Q 170 36 30.789 5,337 64,040 33.222 5,759 69,102 35,850 6,214 74,569 38,689 6,706 60,473 42,138 7,304	R 120 17 30.812 5,341 64,085 33,245 5,763 69,150 35.873 6,216 74,817 38,712 6,710 60,521 42,161 7,308	5 190 38 32.354 5,608 67,296 34.909 6,051 72,611 37,669 6,529 78,351 40,649 7,046 84,549 44,270 7,673	200 49 32,377 5,612 67,344 34,932 6,055 72,659 37,659 37,692 6,533 78,399 40,672 7,050 84,597 44,293 7,677	U 210 20 32,400 5,616 67,392 34,955 6,059 72,707 37,715 6,537 78,447 40,695 7,054 84,645 44,316 7,681	220 24 34,020 5,897 70,762 36,703 6,362 76,342 39,600 6,864 62,369 42,730 7,406 88,876 46,532 8,066	250 22 34.043 5,901 70,810 36.726 6,366 76,390 39.624 6,868 82,417 42.753 7,410 88,926 46.555 8,070	240 23 34,066 5,905 70,858 36,749 6,370 76,438 39,647 6,872 82,465 42,776 7,414 88,974 46,578 8,074	250 24 34.089 5,809 70,906 36,772 6,374 76,486 39,670 6,876 82,513 42,799 7,418 89,022 46,801 6,078	260 25 34.112 5.912 70,954 36.792 6.370 76,534 39.692 6.880 62,562 42.822 7,422 89,070 48.622 8,082
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF	YR MONT GRADE AYSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR	N 140 13 29.269 6,073 60,879 31.586 6,475 65,700 34,089 5,909 70,906 36,792 6,377 76,528 40,077	D \$50 \$4 29.292 5,077 60,927 31.609 6,479 65,748 34.112 5,913 70,954 36.815 6,361 76,576 40.100	250 250 250 250 250 250 250 250 250 250	Q 170 36 30.789 5,337 64,040 33.222 5,759 69,102 35,850 6,214 74,569 38,689 6,706 60,473 42,138	R 120 17 30.812 5,341 64,085 33,245 5,763 69,150 35.873 6,216 74,617 38,712 6,710 60,521 42,161	5,000 32,354 5,606 67,296 34,909 6,051 72,611 37,669 6,529 78,351 40,649 7,046 84,549 44,270	200 49 32,377 5,612 67,344 34,932 6,055 72,659 37,692 6,533 78,399 40,672 7,050 84,597 44,293	U 210 220 32,400 5,616 67,392 34,955 6,059 72,707 37,715 6,537 78,447 40,695 7,054 84,645 44,316	220 21 34.020 5.897 70.762 36.703 6.362 76.342 39.600 6.864 82.369 42.730 7.406 88.878 46.532	230 22 34.043 5,901 70,810 36.726 6,366 76,390 39.624 6,868 82,417 42,753 7,410 88,926 48.555	240 23 34.066 5,905 70,858 36,749 6,370 76,438 39,647 6,872 82,465 42,776 7,414 88,974 46,678	250 24 34.089 5,809 70,906 36,772 6,374 76,466 39,670 6,876 82,513 42,799 7,418 89,022 48,601	260 25 34.112 5.912 70,954 6.370 76,534 39.692 6.880 6.880 6.880 6.880 6.880 82,565 42.822 7,422 89,070 48.622 8,082
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14026 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13985	YR MONT GRADE AYSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO	N 140 13 29.269 6,073 60,879 31.586 6,475 65,700 34,089 5,909 70,906 36,792 6,377 76,528 40,077 6,947	D \$50 \$4 29.292 5,077 60,927 31.609 5,479 65,748 34.112 5,913 70,954 36.815 6,361 76,576 40.100 6,951	250 250 250 250 250 250 250 250 250 250	Q 170 36 30.789 5,337 64,040 33.222 5,759 69,102 35,850 6,214 74,569 38,689 6,706 60,473 42,138 7,304	R 120 17 30.812 5,341 64,085 33,245 5,763 69,150 35.873 6,216 74,817 38,712 6,710 60,521 42,161 7,308	5 190 38 32.354 5,608 67,296 34.909 6,051 72,611 37,669 6,529 78,351 40,649 7,046 84,549 44,270 7,673	200 39 32.377 5,612 67,344 34,932 6,055 72,659 37,692 6,533 78,399 40,672 7,050 84,597 44,293 7,677 92,129 47,801	U 219 32,400 5,616 67,392 34,955 5,059 72,707 37,716 6,537 78,447 40,695 7,054 84,645 44,316 7,681 92,177 47,824	220 21 34.020 5.897 70.762 36.703 6.362 76,342 39.600 6.864 82,369 42.730 7,406 88,878 46.532 8,066 96,786 50.216	250 22 34.043 5,901 70,810 36.726 6,366 6,366 6,366 6,360 39.624 6,868 82,417 42,753 7,410 88,926 48,555 6,070 96,634 50,239	240 23 34.066 5,905 70,858 36,749 6,370 76,438 39,647 6,872 82,465 42,776 7,414 88,974 46,678 8,074 96,882 50,262	250 24 34.089 5,809 70,906 36.772 6,374 76,486 39.670 6,876 82,513 42,799 7,418 89,022 48,601 6,078 96,930 50,285	260 25 34.11; 5.91; 70,95 36.79 6,37(76,53 39,69; 6,88 6,88 6,88 6,88 6,88 6,88 6,88 6,8
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13985 F10	YR MONT GRADE AYSTEP 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 14D 13 29.269 6.073 60.879 31.586 5.475 65.700 34.089 5.909 70.906 36.792 6.377 76.528 40.077 6.947 83.360	D 150 14 29.292 5,077 60,927 31,609 65,748 34,112 5,913 70,954 36,815 6,361 76,576 40,100 6,951 83,408	P 160 15 30.766 5,333 63,992 33,199 5,755 69,054 35,827 6,210 74,521 38,666 6,702 80,425 42,115 7,300 87,598	Q 170 36 30.769 5,337 64,040 33,222 5,759 69,102 35,850 6,214 74,569 38,669 6,706 60,473 42,138 7,304 87,646	R 30.812 5,341 64,065 33,245 5,763 69,150 35,873 6,216 74,617 38,712 6,710 60,521 42,161 7,306 87,694	5 190 38 32,354 5,608 67,296 34,909 6,051 72,611 37,669 6,529 78,351 40,649 7,048 84,549 44,270 7,673 92,081	200 39 32.377 5,612 67,344 34,932 6,055 72,659 37,692 6,533 78,399 40,672 7,050 84,597 44,293 7,677 92,129	U 219 32,400 5,616 67,392 34,955 6,059 72,707 37,715 6,537 78,447 40,695 7,054 84,645 44,316 7,681 92,177	220 21 34.020 5.897 70.762 36.703 6.362 76.342 39.600 6.864 62.369 42.730 7.406 88.878 48.532 8.066 96,786	250 22 34.043 5,901 70,810 36.726 6,366 76,390 39.624 6,868 82,417 42,753 7,410 88,926 48,555 6,070 96,834	240 23 34.066 5,905 70,858 36,749 6,370 76,438 39,647 6,872 82,465 42,776 7,414 88,974 46,578 8,074 96,852	250 24 34.069 5,809 70,906 36.772 6,374 76,486 39.670 6,876 82,513 42,799 7,418 89,022 46,601 8,078 96,930 50,285 8,716	260 25 34.11; 5.91; 70,95 36.79 6,37(76,53 39,69; 6,88 6,88 6,88 6,88 6,88 6,88 6,88 6,8
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14026 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13985 F10 FIRE DIVISION CHIEF	YR MONT GRADE AYSTEP 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 HR	N 140 15 29.269 6.073 60.879 31.586 5.475 65,700 34.089 5.909 70.906 36.792 6.377 76,528 40.077 6.947 83,360 43.259	D 150 14 29.292 5,077 60,927 31.609 6,479 65,748 34.112 5,913 70,954 36.815 6,361 76,576 40.100 6,951 83,408 43.282	P 360 30.766 5,333 63,992 33.199 5,755 69,054 35.827 6,210 74,521 38.666 6,702 80,425 42,115 7,300 87,596 45,456	Q 170 36 30.789 5,337 64,040 33.222 5,759 69,102 35,850 6,214 74,569 38,689 6,706 80,473 42,138 7,304 87,646 45,479	R 30,812 5,341 64,085 33,245 5,763 69,150 35,873 6,218 74,617 38,712 6,710 60,521 42,161 7,308 87,694 45,502	5 190 38 32,354 5,608 67,296 34,909 6,051 72,611 37,669 6,529 78,351 40,649 7,048 84,549 44,270 7,673 92,081 47,778	200 39 32.377 5,612 67,344 34,932 6,055 72,659 37,692 6,533 78,399 40,672 7,050 84,597 44,293 7,677 92,129 47,801	U 219 32,400 5,616 67,392 34,955 5,059 72,707 37,716 6,537 78,447 40,695 7,054 84,645 44,316 7,681 92,177 47,824	220 21 34.020 5.897 70.762 36.703 6.362 76,342 39.600 6.864 82,369 42.730 7,406 88,878 46.532 8,066 96,786 50.216	250 22 34.043 5,901 70,810 36.726 6,366 6,366 6,366 6,360 39.624 6,868 82,417 42,753 7,410 88,926 48,555 6,070 96,634 50,239	240 23 34.066 5,905 70,858 36,749 6,370 76,438 39,647 6,872 82,465 42,776 7,414 88,974 46,678 8,074 96,882 50,262	250 24 34.089 5,809 70,906 36.772 6,374 76,486 39.670 6,876 82,513 42,799 7,418 89,022 48,601 6,078 96,930 50,285	260 25 34.112 5.912 70,955 36.792 6.876 6.836 82,566 42,822 7,422 89,070 48,822 8,083 96,970 50,300 8,720
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13985 F10 FIRE DIVISION CHIEF 14015 F11	YR MONT GRADE AYSTEP 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 HR MO YR HR MO YR	N 140 15 29.269 6.073 60,879 31.586 6.475 65,700 34.089 5.909 70,906 36.792 6.377 76,528 40.077 6,947 83,360 43.259 7,498	D 150 150 14 29.292 5.077 60.927 31.609 65.748 34.112 5.913 70.954 36.615 6.361 76.576 40.100 6.951 83,408 43.282 7,502	250 250 250 250 250 250 250 250	Q 170 36 30.769 5,337 64,040 33.222 5,759 69,102 35.850 6,214 74,569 38,689 6,706 80,473 42,138 7,304 87,646 45,479 7,883	R 180 17. 30.812 5.341 64,088 33.245 5.763 69,150 35.873 6,216 74,617 38.712 6,710 80,521 42.161 7,308 87,694 45.502 7,887	5,000 32,354 5,606 67,296 34,909 6,051 72,611 37,669 6,529 78,351 40,649 7,046 84,549 44,270 7,673 92,081 47,778 8,282 99,379	200 49 32.377 5,612 67,344 34,932 6,055 72,659 37,692 6,533 78,399 40,672 7,050 84,597 44,293 7,677 92,129 47,801 8,286 99,427	U 210 220 32,400 5,516 67,392 34,955 6,059 72,707 37,715 6,537 78,447 40,695 7,054 84,645 44,316 7,681 92,177 47,824 8,290 99,476	220 21 34.020 5.897 70.762 36.703 6.362 76.342 39.600 6.864 82.369 42.730 7.406 88.878 46.532 8.065 96.786 50.216 8.704 104,448	230 22 34.043 5,901 70,810 35,726 6,366 76,390 39,624 6,868 82,417 42,753 7,410 88,926 48,555 6,070 96,834 50,239 8,708 104,496	240 23 34.066 5,905 70,858 36,749 6,370 76,438 39,647 6,872 82,465 42,776 7,414 88,974 46,678 8,074 46,678 8,074 96,862 50,262 8,712 104,544	250 24 34.089 5,809 70,906 36,772 6,374 76,466 39,670 6,876 82,513 42,799 7,418 89,022 46,601 8,078 96,930 50,285 8,716 104,592	260 25 34.112 5.912 70,954 36.799 6.370 76,534 39.692 6.880 82,567 42,822 7,422 8,037 48,622 8,037 48,622 8,037 96,977 50,300 8,722
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13695 F09 FIRE BATTALION CHIEF 13985 F10 FIRE DIVISION CHIEF 14015	YR MONT GRADE AYSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO	N 140 15 29.269 6.073 60,879 31.586 6.475 65,700 34.089 5.909 70,906 36.792 6.377 76,528 40.077 6,947 83,360 43.259 7,498	D 150 150 14 29.292 5.077 60.927 31.609 65.748 34.112 5.913 70.954 36.615 6.361 76.576 40.100 6.951 83,408 43.282 7,502	250 250 250 250 250 250 250 250	Q 170 36 30.769 5,337 64,040 33.222 5,759 69,102 35.850 6,214 74,569 38,689 6,706 80,473 42,138 7,304 87,646 45,479 7,883	R 180 17. 30.812 5.341 64,088 33.245 5.763 69,150 35.873 6,216 74,617 38.712 6,710 80,521 42.161 7,308 87,694 45.502 7,887	5 190 38 32,354 5,606 67,296 34,909 6,051 72,611 37,669 6,529 78,351 40,649 7,046 84,549 44,270 7,673 92,061 47,778 8,282	200 39 32.377 5,612 67,344 34.932 6,055 72,659 37,692 6,533 78,399 40,672 7,050 84,597 44,293 7,677 92,129 47,801 8,286	U 219 32,400 5,616 67,392 34,955 6,059 72,707 37,716 6,537 78,447 40,695 7,054 84,645 44,316 7,681 92,177 47,824 8,290	220 21 34.020 5.897 70.762 36.703 6.362 76,342 39.600 6.864 82,369 42.730 7,406 88,878 48.632 8,066 96,786 50.216 8,704	230 22 34.043 5,901 70,810 36.726 6,366 6,366 82,417 42,753 7,410 88,926 48,555 6,070 96,834 50,239 8,708	240 23 34.066 5,905 70,858 36,749 6,370 76,438 39,647 6,872 82,465 42,776 7,414 88,974 46,678 8,074 96,862 50,262 8,712	250 24 34.069 5,809 70,906 36.772 6,374 76,486 39.670 6,876 82,513 42,799 7,418 89,022 46,601 8,078 96,930 50,285 8,716	260 25 34.112 5.912 70,954 36.704 6.374 76,534 39.693 6.880 62,561

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 12.8%

Step Structure: 5% step increase at years 6, 9,12,15, 18 & 21 year and 9.15% increase at 3 year

APPENDIX A-1, pg 1

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

53 Hour Week (With Longevity)

a an	GRADE		e de la comp	die estain		H r aidh		2 C	H ada	ani a karana		render interaction	de r iege g	
	AYSTEP YEAR	10 BASE	20	30 2	40 4	50 4	60 5	70 - 6	380 7	90 8	100	110 10	120 11	110 12
FIREFIGHTER	HR	14.675	15.965	17.339	18.940	18.958	18.975	19.936	19.954	19.971	20.980	20.998	21.015	22.072
14050	MO	3,370	3,667	3,982	4,350	4,354	4,358	4,579	4,583	4,587	4,818	4,822	4,826	5,069
F02	YR	40,443	44,000	47,787	52,199	52,247	52,295	54,944	54,992	55,040	57,822	57,870	57,918	60,631
FIRE SPECIALIST	HR			18.724	20.451	20.469	20.465	21.523	21.540	21.557	22.646	22.664	22.681	23.621
14025	мо			4,300	4,697	4,701	4,705	4,943	4,947	4,951	5,201	5,205	5,209	5,471
F06	YR			51,502	56,364	56,412	56,460	59,316	59,364	59,412	62,413	62,461	62,509	65,652
FIRE LIEUTENANT	HR	•				22.101	22.118	23.236	23.253	23.271	24.445	24.463	24.480	25.710
14020	MO					5,076	5,080	5,337	5,341	5,345	5,614	5.618	5,622	5,905
F08	YR	-				60,909	60,957	64,039	64,087	64,135	67,371	67,419	67,467	70,858
FIRE CAPTAIN	HR							25.067	25.104	25.121	26.388	26.406	26.423	27.750
13995	MO							5,762	5,766	5,770	6,061	6,065	6,069	6,373
F09	YR							69,139	69,187	69,235	72,726	72,774	72,822	76,480
FIRE BATTALION CHIEF	HR									27.370	28.749	28.767	28,784	30.229
13985	MO									6,286	6,603	6,607	6,611	8,943
F10	YR									75,431	79,233	79,281	79,329	83,312
FIRE DIVISION CHIEF	HR			•		•				29,648	31.037	31.054	31.071	32.631
14015	MO									6,786	7,128	7,132	7,136	7,494
F11	YR									81,435	85.537	85,585	85,633	69,930
FIRE ASSISTANT CHIEF	HR													
10935	MO													
F12	YR													
NOTES:		TH & ANN	UAL PAY	RATES	RE APPI	ROXIMAT	IONS DU	Ë TO ST/	TISTICA	L ROUNI	DING.			
		TH & ANN	UAL PAY	RATES /	RE APPI	ROXIMAT	IONS DU	E TO ST	TISTICA	L ROUNI	DING. W	X		Z
	MONT GRADE	N 140 -	10 150	P 160	0 170	R 180.	S 190	200	ย 210	-Y 220	W 230	240	250	260
e)	MONT GRADE VSTEP VEAR	N 140 13	0 150 14	P 160 15	0 170 18	R 180 17	5 190 18	200 19	-U 210 20	V. 220 21	W 230 22	240 23	250 24	260 25
FIREFIGHTER	MONT GRADE YSTEP YEAR HR	N 13 13 22.090	0 150 14 22.107	2 460 15 23.219	0 170 16 23.237	R 180. 17 23.254	\$ 490 48 24.418	7 200 19 24.435	U 210 20 24.453	220 21 25.676	W 230 22 25.693	240 23 25.710	250 24 25.728	260 25 25.745
e)	MONT GRADE VSTEP VEAR	N 140 13	0 150 14	P 160 15	0 170 18	R 180 17	5 190 18	200 19	-U 210 20	V. 220 21	W 230 22	240 23	250 24	260 25
FIREFIGHTER 14050 F02	MONT GRADE YSTEP YEAR HR MO YR	N 140 13 22.090 5,073 60,878	150 14 22.107 5,077 60,927	23.219 5,333 63,992	Q 170 16 23.237 5,337 64,040	R 180 47 23.254 5,341 64,088	5 190 48 24.418 5,608 67,296	200 19 24.435 5,612 67, 3 44	210 20 24.453 5.616 67,392	220 21 25.676 5.897 70,762	230 22 25.693 5,901 70,810	240 23 25.710 5,905 70,858	250 24 25.728 5,909 70,908	250 25 25.745 5,913 70,954
FIREFIGHTER 14050 F02 FIRE SPECIALIST	MONT GRADE YSTEP YEAR HR MO YR HR	N 140 13 22.090 5,073 60,879 23.839	22.107 5,077 60.927 23.856	P 15 23.219 5,333 63,992 25.056	0 170 (6 23.237 5,337 64,040 25.073	R 180 47 23.254 5,341 64,088 25.091	5 190 48 24.418 5,608 67,296 26.346	200 19 24.435 5,612 67,344 26.364	210 20 24.453 5,616 67,392 26.381	220 21 25.676 5,897 70,762 27.700	230 22 25.693 5,901 70,810 27.718	240 23 25.710 5,905 70,858 27.735	250 24 25.728 5,909 70,906 27.753	250 25 25.745 5,913 70,954 27.770
FIREFIGHTER 14050 F02	MONT GRADE YSTEP YEAR HR MO YR	N 140 13 22.090 5,073 60,878	150 14 22.107 5,077 60,927	23.219 5,333 63,992	Q 170 16 23.237 5,337 64,040	R 180 47 23.254 5,341 64,088	5 190 48 24.418 5,608 67,296	200 19 24.435 5,612 67, 3 44	210 20 24.453 5.616 67,392	220 21 25.676 5.897 70,762	230 22 25.693 5,901 70,810	240 23 25.710 5,905 70,858	250 24 25.728 5,909 70,908	250 25 25.745 5,913 70,954
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06	MONT GRADE VISTEP VEAR HR MO YR HR MO YR	N 13 22.090 6.073 60,87B 23.839 5,475 65,700	10 150 14 22.107 6.077 60.927 23.856 5.479 65,748	P 160 15 23.219 5,333 63,992 25.056 5,755 69,054	2 170 16 23.237 5,337 64,040 25.073 5,759 69,102	R 180 37 23.254 5,341 64,088 25.091 5,763 69,150	5 190 18 24.418 5,608 67,296 26.346 6,051 72,611	200 19 24.435 5,612 67,344 26.364 6,055 72,659	24.453 5,616 67,392 26.381 6,059 72,707	220 21 25.676 5,897 70,762 27.700 6,362 76,342	230 22 25.693 5,901 70,810 27.718 6,366 76,390	240 25.710 5,905 70,858 27.735 6,370 76,438	250 24 25.728 5,909 70,906 27.753 6,374 76,486	250 25 25 5,913 70,954 27.770 6,378 76,534
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT	MON GRADE VYSTEP WEAR HR MO YR HR MO YR HR	N 140 13 22.090 5.073 60,87B 23.839 5.475 65,700 25.728	150 150 17 22.107 60.927 23.856 5,479 65,748 25.745	23.219 5,333 63,992 25.056 5,765 69,054 27.039	23.237 5,337 64,040 25.073 5,759 69,102 27.057	R 180 47 23.254 5.341 64,088 25.091 5.763 89,150 27.074	\$ 190 48 24.418 5,608 87,296 26.346 6,051 72,611 28.429	200 49 24.435 5,612 67,344 26.364 6,055 72,659 28.446	8 210 20 24.453 5.616 67,392 26.381 6.059 72,707 28.464	220 24 25.676 5.897 70,762 27.700 6,362 76,342 29.887	W. 230 25.693 5,901 70,810 27.718 6,366 76,390 29.905	240 23 25.710 5,905 70,858 27.735 6,370 76,438 29.922	250 24 25.728 5,909 70,906 27.753 6,374 76,486 29.939	250 25.745 5,913 70,954 27.770 6,378 76,534 29.957
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06	MONT GRADE VISTEP VEAR HR MO YR HR MO YR	N 13 22.090 6.073 60,87B 23.839 5,475 65,700	10 150 14 22.107 6.077 60.927 23.856 5.479 65,748	P 160 15 23.219 5,333 63,992 25.056 5,755 69,054	2 170 16 23.237 5,337 64,040 25.073 5,759 69,102	R 180 37 23.254 5,341 64,088 25.091 5,763 69,150	5 190 18 24.418 5,608 67,296 26.346 6,051 72,611	200 19 24.435 5,612 67,344 26.364 6,055 72,659	24.453 5,616 67,392 26.381 6,059 72,707	220 21 25.676 5,897 70,762 27.700 6,362 76,342	230 22 25.693 5,901 70,810 27.718 6,366 76,390	240 25.710 5,905 70,858 27.735 6,370 76,438	250 24 25.728 5,909 70,906 27.753 6,374 76,486	250 25 25 5,913 70,954 27.770 6,378 76,534
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020	MONT GRADE VISTEP WEAR HR MO YR HR MO YR HR MO YR	N 340 13 22.090 6.073 60,879 23.839 5.475 65,700 25.728 5.909 70,906	150 1450 14 22,107 60,927 23,856 5,479 65,748 25,745 5,913 70,954	P 460 45 5,333 63,992 25,056 5,755 69,054 27,039 6,210 74,521	2 170 18 23.237 5.337 64,040 25.073 5.759 69,102 27.057 6,214	R 180 57 23.254 5,341 64,088 25.091 5,763 69,150 27.074 6,218	\$ 190 78 24,418 5,608 67,296 26,346 6,051 72,611 28,429 6,529 78,351	24.435 5,612 67,344 26.364 6,055 72,659 28.448 6,533	24.453 5.616 67,392 26.381 6,059 72,707 28.464 6,537	220 21 25.676 5.897 70,762 27.700 6,362 76,342 29.887 6,864	17 220 22 25.693 5,901 70,810 27,718 6,366 76,390 29,905 6,868	240 23 25.710 5,905 70,858 27.735 6,370 76,438 29.922 6,872	250 24 25.728 5,909 70,906 27.753 6,374 76,486 29.939 6,876	250 25745 5,913 70,954 27,770 6,378 76,534 29,957 6,680 82,561
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN	MON GRADE VETEP VETEP VEAR HR MO YR HR MO YR HR MO YR HR	N 140 13 22.090 6.073 60,879 23.839 5.475 65,700 25.728 5,909 70,906 27.768	150 1450 14 22.107 60.927 23.856 5,479 65,748 25,745 5,913 70,954 27,785	P 460 45 23.219 5,333 63,992 25.056 5,755 69,054 27.039 6,210 74,521 29,182	23.237 5,337 64,040 25.073 5,759 69,102 27.057 6,214 74,569 29.199	R 180 37 23.254 5,341 64,088 25.091 6,763 69,150 27.074 6,218 74,617 29,217	\$ 190 48 24.418 5,608 67,296 26.346 6,051 72,611 28.429 6,529 78,351 30.678	200 19 24,435 5,612 67,344 26,364 6,055 72,659 28,446 6,533 78,399 30,696	U 210 20 24.453 5.616 67,392 26.381 6,059 72,707 28,464 8,537 78,447 30,713	220 21 25.676 5.897 70,762 27.700 6,362 78,342 29.887 6,864 82,369 32,249	10 220 22 25.693 5.901 70,810 27.718 6.366 76,390 29.905 6.868 62,417 32,266	240 23 25,710 5,905 70,858 27,735 6,370 76,438 29,922 6,872 82,465 32,284	250 24 25,728 5,909 70,908 27,753 6,374 76,486 29,639 6,876 62,513 32,301	250 25,745 5,913 70,954 27,770 6,378 76,534 29,957 6,680 82,561 32,318
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08	MONT GRADE VISTEP WEAR HR MO YR HR MO YR HR MO YR	N 340 13 22.090 6.073 60,879 23.839 5.475 65,700 25.728 5.909 70,906	150 1450 14 22,107 60,927 23,856 5,479 65,748 25,745 5,913 70,954	P 460 45 5,333 63,992 25,056 5,755 69,054 27,039 6,210 74,521	23.237 5.337 64.040 25.073 5.759 69.102 27.057 6.214 74,569	R 180 37 23.254 5.341 64.088 25.091 6.763 69,150 27.074 6.218 74,617	\$ 190 78 24,418 5,608 67,296 26,346 6,051 72,611 28,429 6,529 78,351	24,435 5,612 67,344 26.364 6,055 72,659 28,446 6,533 78,399	U 210 20 24.453 5.616 67,392 26.381 6.059 72,707 28.464 6.537 78,447	220 21 25.676 5.897 70,762 27.700 6.362 76,342 29.887 6,864 82,369	17 220 22 25.693 5.901 70,810 27.718 6.366 76,390 29.905 6.868 82,417	240 23 25,710 5,905 70,858 27,735 6,370 76,438 29,922 6,872 82,465	250 24 25,728 5,909 70,908 27,753 6,374 76,486 29,939 6,876 82,513	250 25745 5,913 70,954 27,770 6,378 76,534 29,957 6,680 82,561
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995	MON GRADE YEAR HR MO YR HR MO YR HR MO YR HR MO	N 140 13 22.090 6.073 60.879 23.839 5.475 65,700 25.728 5.909 70,906 27.768 6,377	0 150 14 22.107 60.927 23.856 5,479 65,748 25,745 5,913 70,954 27,785 6,381	P 160 15 23.219 5,333 63,992 25.056 5,755 69,054 27,039 6,210 74,521 29,182 6,702	23.237 5.337 64,040 25.073 5.759 69,102 27.057 6,214 74,569 29.199 6,706	R 180 47 23.254 5,341 64,088 25.091 6,763 69,150 27.074 6,218 74,617 29.217 6,710	\$ 190 182 24.418 5,608 67,296 26.346 6,051 72,611 28.429 6,529 78,351 30.678 7,046	24.435 5,612 67,344 26.364 6,055 72,659 28.446 6,533 78,399 30,696 7,050	U 210 20 24.453 5,616 67,392 26.381 6,059 72,707 28.464 8,537 78,447 30,713 7,054	220 21 25.676 5.697 70,762 27.700 6.362 78,342 29.887 6,864 82,369 32,249 7,406	177 220 22 25.693 5,901 70,810 27,718 6,366 78,390 29,905 6,868 82,417 32,266 7,410	240 23 25,710 5,905 70,858 27,735 6,370 76,438 29,922 6,872 82,465 32,284 7,414	250 24 25.728 5,909 70,906 27.753 6,374 76,486 29,939 6,876 82,513 32,301 7,418	250 25 5,913 70,954 27,770 6,378 76,534 29,957 6,680 82,561 32,318 7,422
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09	MONI GRADE VSTEP VEAR HR MO YR HR MO YR HR MO YR HR MO YR	N 340 33 22.090 5.073 60,879 23.839 5.475 65,700 25.728 5.909 70,906 27.768 6.377 76,528 30.247	22.107 5,077 60.927 23.856 5,479 65,748 25,745 5,913 70,954 27.785 6,381 76,576 30,264	23.219 5,333 63,992 25.066 5,755 69,054 27.039 6,210 74,521 29,182 6,702 80,425	23.237 5.337 64,040 25.073 5.759 69,102 27.057 6,214 74,569 29.199 6,706 80,473	R 180 57 23.254 5,341 64,088 25.091 5,763 69,150 27.074 6,218 74,617 29.217 6,710 80,521	\$ 190 78 24.418 5,608 67,296 26.346 6,051 72,611 28.429 6,529 78,351 30.678 7,046 84,549	24.435 5,612 67,344 26.364 6,055 72,659 28.448 6,533 78,399 30.696 7,050 84,597	24.453 5.616 67,392 26.381 6.059 72,707 28.464 8.537 78,447 30.713 7,054 84,645	220 21 25.676 5.897 70,762 27.700 6.362 76,342 29.887 6,864 82,369 32,249 7,406 88,678	W. 230 22 25.693 5,901 70,810 27.718 6,366 76,390 29,905 6,868 82,417 32,266 7,410 88,926	230 23 25,710 5,905 70,858 27,735 6,370 76,438 29,922 6,872 82,465 32,284 7,414 88,974	250 24 25,728 5,909 70,906 27,753 6,374 76,486 29,939 6,876 62,513 32,301 7,418 89,022	250 255 5,913 70,954 27,770 6,378 76,534 29,957 6,680 62,561 32,318 7,422 89,070 35,188
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF	MONI GRADE VISTEP VEAR HR MO YR HR MO YR HR MO YR HR MO YR HR	N 340 43 22.090 5.073 60,879 23.839 5.475 65,700 25.728 5,909 70,906 27.768 6,377 76,528	22.107 5,077 60.927 23.856 5,479 65,748 25,745 5,913 70,954 27.765 6,361 76,576	P 160 15 23,219 5,333 63,992 25,056 5,755 69,054 27,039 6,210 74,521 29,182 6,702 80,425 31,785	23.237 5,337 64,040 25.073 5,759 69,102 27.057 6,214 74,569 29.199 6,706 80,473 31.602	R 180 17 23.254 5,341 64,088 25.091 5,763 69,150 27.074 6,218 74,617 29.217 6,710 80,521 31.819	\$ 190 18 24.418 5,608 67,296 26.346 6,051 72,611 28.429 6,529 78,351 30.678 7,046 84,549 33.411	24.435 5,612 67,344 26.364 6,055 72,659 28.448 6,533 78,399 30.696 7,050 84,597 33.429	24.453 5.616 67,392 26.381 6.059 72,707 28.464 6.537 78,447 30.713 7,054 84,645 33.446	220 21 25.676 5.897 70,762 27.700 6,362 76,342 29.887 6,864 82,369 32,249 7,406 88,878 35,118	17, 220 22 25,693 5,901 70,810 27,718 6,366 76,390 29,905 6,868 62,417 32,266 7,410 88,926 35,136	230 23 25,710 5,905 70,858 27,735 6,370 76,438 29,922 6,872 82,465 32,284 7,414 88,974 35,153	250 24 25,728 5,909 70,908 27,753 6,374 76,486 29,939 6,876 62,513 32,301 7,418 89,022 35,171	250 255 5,913 70,954 27,770 6,378 76,534 29,957 6,680 82,561 32,318 7,422 89,070 35,188 8,082
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13985 F10	MON GRADE VISTER WEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR	N 340 33 22.090 6.073 60,879 23.839 5.475 65,700 25.728 5.909 70,906 27.768 6.377 76,528 30.247 6.947 83,360	10 150 14 22,107 60,927 23,856 5,479 65,748 25,745 6,913 70,954 27,785 6,381 76,576 30,264 6,951 83,408	P 460 45 23,219 5,333 63,992 25,056 5,755 69,054 27,039 6,210 74,521 29,182 6,702 80,425 31,785 7,300 87,598	23.237 5.337 64,040 25.073 5.759 69,102 27.057 6,214 74,569 29,199 6,706 80,473 31,802 7,304 87,646	R 180 37 23.254 5.341 64.088 25.091 5.763 69,150 27.074 6.218 74,617 29.217 6,710 80,521 31,819 7,308 87,694	\$ 190 18 24,418 5,608 67,296 26,346 6,051 72,611 28,429 6,529 78,351 30,678 7,046 84,549 33,411 7,873 92,061	24.435 5,612 67,344 26.364 6,055 72,659 28.446 6,533 78,399 30.696 7,050 84,597 33.429 7,677 92,129	U 210 20 24.453 5.616 67,392 26.381 6.059 72,707 28.464 8.537 78,447 30,713 7,054 84,645 33.446 7,681 92,177	220 21 25.676 5.897 70,762 27.700 6.362 78,342 29.887 6,864 82,369 32,249 7,406 86,878 35.118 8,066 96,786	IV 220 22 25.693 5.901 70,810 27.718 6.366 76,390 29.905 6.868 82,417 32.266 7,410 88,925 35,136 8,070 96,634	230 23 25,710 5,905 70,858 27,735 6,370 76,438 29,922 6,872 82,465 32,284 7,414 88,974 35,153 8,074 96,862	250 24 25,728 5,909 70,906 27,753 6,374 76,486 29,939 6,878 82,513 32,301 7,418 89,022 35,171 6,078 96,930	250 25 5,913 70,954 27,770 6,378 76,534 29,957 6,680 82,561 32,318 7,422 89,070 35,188 8,062 96,978
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13985	MONI GRADE VSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR	N 340 43 22.090 5.073 60,879 23.839 5.475 65,700 25.728 5.909 70,906 27.768 6,377 76,528 30.247 6,947 83,360 32.648	0 150 14 22.107 5,077 60.927 23.856 5,479 65,748 25,745 5,913 70,954 27,785 6,381 76,576 30,264 6,951 83,406 32,866	P 160 15 23.219 5,333 63,992 25.056 5,755 69,054 27.039 6,210 74,521 29,182 6,702 80,425 31.785 7,300 87,598 34.308	23.237 5.337 64,040 25.073 5.759 69,102 27.057 6,214 74,569 29.199 6,706 80,473 31.802 7,304 87,646 34.324	R 180 47 23.254 5,341 64,088 25.091 5,763 69,150 27.074 6,218 74,617 29.217 6,710 80,521 31.819 7,308 87,694 34.341	\$ 190 18 24.418 5,608 67,296 26,346 6,051 72,611 28,429 6,529 78,351 30,678 7,046 84,549 33,411 7,673	24.435 5,612 67,344 26.364 6,055 72,659 28.448 6,533 78,399 30,696 7,050 84,597 33.429 7,677	24.453 5.616 67,392 26.381 6,059 72,707 28.464 6,537 78,447 30,713 7,054 84,645 33.446 7,681	220 21 25.676 5.897 70,762 27.700 6,362 76,342 29.887 6,864 82,369 32,249 7,406 88,678 35,118 8,066	17,220 22,5693 5,901 70,810 27,718 6,366 76,390 29,905 6,868 82,417 32,266 7,410 88,926 35,136 8,070	240 23 25,710 5,905 70,858 27,735 6,370 76,438 29,922 6,872 82,465 32,284 7,414 88,974 35,153 8,074	250 24 25,728 5,909 70,908 27,753 6,374 76,486 29,939 6,876 82,513 32,301 7,418 89,022 35,171 8,078	250 25 5,913 70,954 27,770 6,378 76,534 29,957 6,680 82,561 32,318 7,422 89,070 35,188 8,082 96,978 37,968
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13985 F10 FIRE DIVISION CHIEF	MON GRADE VISTER WEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR	N 340 33 22.090 6.073 60,879 23.839 5.475 65,700 25.728 5.909 70,906 27.768 6.377 76,528 30.247 6.947 83,360	10 150 14 22,107 60,927 23,856 5,479 65,748 25,745 6,913 70,954 27,785 6,381 76,576 30,264 6,951 83,408	P 460 45 23,219 5,333 63,992 25,056 5,755 69,054 27,039 6,210 74,521 29,182 6,702 80,425 31,785 7,300 87,598	23.237 5.337 64,040 25.073 5.759 69,102 27.057 6,214 74,569 29,199 6,706 80,473 31,802 7,304 87,646	R 180 37 23.254 5.341 64.088 25.091 5.763 69,150 27.074 6.218 74,617 29.217 6,710 80,521 31,819 7,308 87,694	\$ 190 18 24.418 5,608 67,296 26.346 6,051 72,811 28.429 6,529 78,351 30.678 7,046 84,549 33,411 7,673 92,061 38.059	24.435 5,612 67,344 26.364 6,055 72,659 28.446 6,553 78,399 30.698 7,050 84,597 33.429 7,677 92,129 36.076	U 210. 20 20 24.453 5.616 67,392 26.381 6.059 72,707 28.464 8.537 78,447 30,713 7,054 84,645 33.446 7,681 92,177 38.094	220 21 25.676 5.697 70,762 27.700 6,362 78,342 29.887 6,864 82,369 32,249 7,406 88,678 35,118 8,066 96,766 37,899	W 220 22 25.693 5,901 70,810 27.718 6,366 76,390 29.905 6,868 82,417 32,266 7,410 88,926 35,136 8,070 96,634 37,916	230 23 25,710 5,905 70,858 27,735 6,370 76,438 29,922 6,872 82,465 32,284 7,414 88,974 35,153 8,074 96,882 37,833	250 24 25,728 5,909 70,906 27,753 6,374 76,486 29,939 6,876 82,513 32,301 7,418 89,022 35,171 8,078 96,930 37,951	250 25 5,913 70,954 27,770 6,378 76,534 29,957 6,680 82,561 32,318 7,422 89,070 35,188 8,082 96,978 37,968 8,720
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13985 F10 FIRE DIVISION CHIEF 14015	MONI GRADE VISTEP VEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO	N 340 43 22.090 5.073 60,879 23.839 5.475 65,700 25.728 5.909 70,906 27.768 6.377 76,528 30.247 6.947 83,360 32.648 7,498	22.107 5,077 60.927 23.856 5,479 65,748 25,745 5,913 70,954 27,785 6,381 76,576 30.264 6,951 83,408 32.666 7,502	23.219 5,333 63,992 25.056 5,755 69,054 27.039 6,210 74,521 29,182 6,702 80,425 31,785 7,300 87,598 34,306 7,879	23.237 5.337 64,040 25.073 5.759 69,102 27.057 6,214 74,569 29,199 6,706 80,473 31,802 7,304 87,646 34.324 7,883	R 180 47 23.254 5,341 64,088 25.091 5,763 69,150 27.074 6,218 74,617 29,217 6,710 80,521 31,819 7,308 87,694 34,341 7,667	5 190 18 24.418 5,608 67,296 26.346 6,051 72,611 28.429 6,529 78,351 30,678 7,046 84,549 33,411 7,673 92,061 36,059 8,282	24.435 5,612 67,344 26.364 6,055 72,659 28.445 6,533 78,399 30.696 7,050 84,597 33,429 7,677 92,125 36.078 6,285	24.453 5.616 67,392 26.381 6.059 72,707 28.464 6.637 78.447 30.713 7.054 84,645 33.446 7,681 92,177 38.094 8,290	220 21 25.676 5.697 70,762 27.700 6.362 78,342 29.887 6,864 82,369 32,249 7,406 85,678 35,118 8,066 96,786 37,899 8,704	IV. 230 22 25.693 5.901 70,810 27.718 6.366 76,390 29.905 6,868 82,417 32,266 7,410 88,925 35,136 8,070 96,634 37,916 8,708	230 23 25,710 5,905 70,858 27,735 6,370 76,438 29,922 6,872 82,465 32,284 7,414 88,974 35,153 8,074 96,882 37,833 8,712	250 24 25,728 5,909 70,906 27,753 6,374 76,486 29,639 6,876 82,513 32,301 7,418 89,022 35,171 8,078 96,930 37,951 8,716	250 25 5,913 70,954 27,770 6,378 76,534 29,957 6,680 82,561 32,318 7,422 89,070 35,188 8,082 96,978 37,968 8,720
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13985 F10 FIRE DIVISION CHIEF 14015 F11	MONI GRADE WSTEP WEAR HR MO YR HR MO YR 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 340 43 22.090 5.073 60,879 23.839 5.475 65,700 25.728 5.909 70,906 27.768 6.377 76,528 30.247 6.947 83,360 32.648 7,498	22.107 5,077 60.927 23.856 5,479 65,748 25,745 5,913 70,954 27,785 6,381 76,576 30.264 6,951 83,408 32.666 7,502	23.219 5,333 63,992 25.056 5,755 69,054 27.039 6,210 74,521 29,182 6,702 80,425 31,785 7,300 87,598 34,306 7,879	23.237 5.337 64,040 25.073 5.759 69,102 27.057 6,214 74,569 29,199 6,706 80,473 31,802 7,304 87,646 34.324 7,883	R 180 47 23.254 5,341 64,088 25.091 5,763 69,150 27.074 6,218 74,617 29,217 6,710 80,521 31,819 7,308 87,694 34,341 7,667	5 190 18 24.418 5,608 67,296 26.346 6,051 72,611 28.429 6,529 78,351 30,678 7,046 84,549 33,411 7,673 92,061 36,059 8,282	24.435 5,612 67,344 26.364 6,055 72,659 28.445 6,533 78,399 30.696 7,050 84,597 33,429 7,677 92,125 36.078 6,285	24.453 5.616 67,392 26.381 6.059 72,707 28.464 6.637 78.447 30.713 7.054 84,645 33.446 7,681 92,177 38.094 8,290	220 21 25.676 5.697 70,762 27.700 6.362 78,342 29.887 6,864 82,369 32,249 7,406 85,678 35,118 8,066 96,786 37,899 8,704	IV. 230 22 25.693 5.901 70,810 27.718 6.366 76,390 29.905 6,868 82,417 32,266 7,410 88,925 35,136 8,070 96,634 37,916 8,708	230 23 25,710 5,905 70,858 27,735 6,370 76,438 29,922 6,872 82,465 32,284 7,414 88,974 35,153 8,074 96,882 37,833 8,712	250 24 25,728 5,909 70,906 27,753 6,374 76,486 29,639 6,876 82,513 32,301 7,418 89,022 35,171 8,078 96,930 37,951 8,716	250 25 5,913 70,954 27,770 6,378 76,534 29,957 6,680 82,561 32,318 7,422 89,070

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 Battation 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

APPENDIX A-1, pg 2

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

40 Hour Week (With Longevity)

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	YSTEP	10	20	30	40	50	60	- 70	BO C	90	100	- 110	120	120
	YEAR	BASE		2	3		5	5 -		•	9	10	1	32
FIREFIGHTER	HR	20.513	22.316	24.235	26.472	26.495	26.518	27.861	27.884	27.907	29.316	29.339	29.363	30.839
14050	MO	3,556	3,868	4,201	4,589	4,593	4,597	4,829	4,833	4,837	5,082	5,086	5,090	5,345
F02	YR	42.667	46,417	50,410	55,062	55,110	55,158	57,950	57,998	58,046	60,978	61,026	61,074	64,145
FIRE SPECIALIST	₽R			26.171	28.584	28.508	28.631	30.078	30.101	30.124	31.645	31.668	31.691	33.284
14025	MO			4,535	4,955	4,959	4,963	5,214	5,218	5,222	5,485	5,489	5,493	5,769
F06	YR			54,435	59 ,4 56	59,504	59,552	62,563	62,611	62,659	65,822	65,870	65,918	69,231
FIRE LIEUTENANT	HR					30.889	30.912	32.474	32.497	32.520	34.160	34.183	34.205	35.025
14020	MO					6,354	5,358	5,829	5,633	5,637	5,921	5,925	5,929	6,227
F08	YR					64,249	64,297	67,545	67,593	67,641	71,053	71,101	71,149	74,723
FIRE CAPTAIN	HR							35.060	35.083	35.106	36.878	36.899	36.922	36.776
13995	MO					•		6,077	6,081	6,085	6,392	8,396	6,400	6,721
F09	YR							72,925	72,973	73,021	76,703	76,751	76,799	80,655
FIRE BATTALION CHIEF	HR									38.249	40.176	40,199	40.223	42.241
13985	MO									6,630	6,964	6,968	6,972	7,322
F10	YR									79,559	83,567	83,615	83,663	87,852
FIRE DIVISION CHIEF	HR									41.295	43.374	43.397	43,420	45,599
14015	MO						•			7,158	7,518	7,522	7,526	7,904
FII	YR									85,893	90,218	90,266	90,314	84,845
FIRE ASSISTANT CHIEF	HR					-								
10935	MO													
F12	YR													
	_												÷	
NOTES:	MONT	h & Annu	al pat ra	NES ARE	APPROXI	MATIONS	DUE TO S	nanshu	al Ruuni	ANG.				
The second														
fer interest and the second	GRADE	N.	•	. P	0	R	\$		U.	. V	- N	. X	n Y ang	2
fer interest and the second	YSTEP	140	150	160	170	180	190	200	210	-220		240	250	- 260
PA	YSTEP	140 13	150 14	160 15	470 36	180 47	190 18	200 19	210 20	-220 -21	230 22	240 23	250 24	- 260 25
PA FIREFIGHTER	YSTEP YEAR HR	140 13 30.862	150 14 30.885	160 15 32,439	179 16 32.452	180 47 32.485	190 18 34.111	200 19 34.134	210 20 34.157	220 21 35.865	230 22 35.888	240 23 35.911	250 24 35.934	260 25 35.957
PA FIREFIGHTER 14050	YSTEP YEAR HR MO	140 13 30.862 6,349	150 14 30,885 5,353	160 15 32,439 5,623	170 36 32.452 5,627	180 17 32.485 5,631	190 18 34.111 5,913	200 19 34.134 5,917	210 20 34.157 5,921	220 21 35.865 6,217	230 22 35.888 6,221	240 23 35.911 6,225	250 24 35.934 6,229	260 25 35.957 6,233
FA FIREFIGHTER 14050 F02	YSTEP YEAR HR	140 13 30.862	150 14 30.885	160 15 32,439	179 16 32.452	180 47 32.485	190 18 34.111	200 19 34.134	210 20 34.157	220 21 35.865	230 22 35.888	240 23 35.911	250 24 35.934	260 25 35.957
FIREFIGHTER 14050 F02 FIRE SPECIALIST	YSTEP YEAR HR MO	140 13 30.862 6,349 84,193 33.307	150 14 30,885 5,353	160 15 32,439 5,623	170 36 32.452 5,627	180 17 32.485 5,631	190 18 34.111 5,913	200 19 34.134 5,917	210 20 34.157 5,921	220 21 35.865 6,217	230 22 35.888 6,221	240 23 35.911 6,225	250 24 35.934 6,229	260 25 35.957 6,233
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025	YSTEP YEAR HR MO YR HR MO	140 43 30.862 5,349 64,193 33.307 5,773	150 14 30.885 5,353 64,241	160 15 32,439 5,623 67,472 35,006 6,068	478 36 32.452 5,627 67,520 35.029 6,072	180 47 32,485 5,631 67,568 35,052 6,076	190 18 34.111 5,913 70,950 36.806 6,380	200 13 34.134 5,917 70,998 36.829 6,384	210 20 34.157 5,921 71,046 36.852 6,388	220 21 35.865 6,217 74,598 38.695 6,707	230 22 35.888 6,221 74,848 38.718 6,711	240 23 35.911 6,225 74,694 38.741 6,715	250 224 35,934 6,229 74,742 38,764 6,719	250 25 35.957 6,233 74,790 38.767 6,723
FIREFIGHTER 14050 F02 FIRE SPECIALIST	YSTEP YEAR HR MO YR HR	140 13 30.862 6,349 84,193 33.307	150 14 30.885 5,353 64,241 33.330	150 15 32,439 5,623 67,472 35.006	478 16 32.452 5,627 67,520 35.029	180 47 32,485 5,631 67,568 35,052	190 18 34.111 5,913 70,950 36.606	200 19 34.134 5,917 70,998 36.829	210 20 34.157 5,921 71,048 36.852	220 21 35.865 6,217 74,598 38.695	230 22 35.888 6,221 74,848 38.718	240 23 35.911 6,225 74,694 38.741	250 24 35,934 6,229 74,742 38.764	260 25 35.957 6,233 74,790 38.787
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025	YSTEP YEAR HR MO YR HR MO	140 43 30.862 5,349 64,193 33.307 5,773	150 14 30.885 5,353 64,241 33.330 5,777	160 15 32,439 5,623 67,472 35,006 6,068	478 36 32.452 5,627 67,520 35.029 6,072	180 47 32,485 5,631 67,568 35,052 6,076	190 18 34.111 5,913 70,950 36.806 6,380	200 13 34.134 5,917 70,998 36.829 6,384	210 20 34.157 5,921 71,046 36.852 6,388	220 21 35.865 6,217 74,598 38.695 6,707	230 22 35.888 6,221 74,848 38.718 6,711	240 23 35.911 6,225 74,694 38.741 6,715	250 224 35,934 6,229 74,742 38,764 6,719	250 25 35.957 6,233 74,790 38.767 6,723
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06	YSTEP YEAR HR MO YR HR MO YR	140 43 30.862 5,349 64,193 33.307 5,773 69,279	150 14 30.885 5,353 64,241 33.330 5,777 69,327	460 45 32,439 5,623 67,472 35,006 6,068 72,812	479 46 32.452 5,627 67,520 35.029 6,072 72,860	180 47 32,485 5,631 67,568 35,052 6,076 72,908	190 18 34.111 5,913 70,950 36,806 6,380 76,557	200 39 34.134 5,917 70,998 36.829 6,384 76,605	210 20 34.157 5,921 71,048 36.852 6,388 76,653	220 21 35.865 6,217 74,598 38.695 6,707 80,486	230 222 35.888 6,221 74,848 38.718 6,711 60,534	240 23 35.911 6,225 74,694 38.741 6,715 80,582	250 23 35,934 6,229 74,742 38.764 6,719 80,630	260 25 35.957 6,233 74,790 38.787 6,723 80,678
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT	YSTEP YEAR HR MO YR HR MO YR HR	140 13 30.862 6,349 64,193 33.307 5,773 69,279 35.948	150 30.885 5,353 64,241 33.330 5,777 69,327 35.971	460 45 32,439 5,623 67,472 35.006 6,068 72,812 37.779	470 46 32.452 5,627 67,520 35.029 6,072 72,860 37.802	180 47 32,485 5,631 67,568 35,052 6,076 72,908 37,825	190 18 34.111 5,913 70,950 36.606 6,380 76,557 39.717	200 39 34.134 5.917 70.998 36.829 6.384 76,605 39.741	210 20 34.157 5,921 71,046 36.852 6,388 76,653 39.764	220 21 35.865 6,217 74,598 38.695 6,707 80,486 41.752	230 22 35.888 6,221 74,848 38,718 6,711 60,534 41.775	240 23 35.911 6,225 74,694 38.741 6,715 80,582 41.798	250 23 35,934 6,229 74,742 38,764 6,719 80,630 41,621	260 25 35.957 6,233 74,790 38.787 6,723 80,678 41.844
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020	YSTEP YEAR HR MO YR HR MO YR HR MO	140 13 30.862 6,349 64,193 33.307 5,773 69,279 35,948 6,231	150 30.885 5,353 64,241 33.330 5,777 69,327 35.971 6,235	35 32,439 5,623 67,472 35,006 6,068 72,812 37,779 6,548 <	470 32.452 5,627 67,520 35.029 6,072 72,860 37.802 6,552	180 47 32.485 5,631 67,568 35.052 6,076 72,908 37.825 6,556	190 18 34.111 5,913 70,950 36,806 6,380 76,557 39,717 6,884	200 19 34.134 5,917 70,998 36.829 6,384 76,605 39.741 6,888	210 20 34.157 5,921 71,046 36.852 6,388 76,653 39.764 6,892	220 21 35.865 6,217 74,598 38.695 6,707 80,486 41.752 7,237	230 22 35.888 6,221 74,846 38,718 6,711 80,534 41.775 7,241	240 23 35.911 6,225 74,694 38,741 6,715 80,582 41.798 7,245	250 23 35,934 6,229 74,742 38,764 6,719 80,630 41,621 7,249	250 25 35.957 6,233 74,790 38.787 6,723 80,676 41.844 7,253
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08	YSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR	140 13 30.862 6,349 64,193 33.307 5,773 69,279 35,948 6,231 74,771	150 34 30.885 5,353 64,241 33,330 5,777 69,327 35.971 6,235 74,619	160 15 32,439 5,623 67,472 35,006 6,068 72,812 37,779 6,548 78,580	170 36 32.452 5,627 67,520 35.029 6,072 72,860 37,802 6,552 78,628	180 17 32,485 5,631 67,568 35,052 6,076 72,908 37,825 8,556 78,676	190 18 34.111 5,913 70,950 36,806 6,380 76,557 39,717 6,884 82,612	200 13 34,134 5,917 70,998 36,829 6,384 76,605 39,741 6,888 82,660	210 20 34.157 5,921 71,045 36.852 8,368 76,653 39,764 6,892 82,708	220 21 35.865 6,217 74,598 38.695 8,707 80,486 41,752 7,237 86,844	230 22 35.888 6,221 74,848 38,718 8,711 60,534 41,775 7,241 86,892	240 23 35.911 6,225 74.694 38.741 6,715 80,582 41.798 7,245 86,940	250 24 35,934 6,229 74,742 38,764 6,719 80,630 41,621 7,249 86,968	250 25 35.957 6,233 74,790 38.787 6,723 80,678 41.844 7,253 87,036
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN	YSTEP YEAR MO YR HR MO YR HR MO YR HR MO YR HR	140 13 30.862 6,349 64,193 33.307 5,773 69,279 35.948 6,231 74,771 38,799	150 34 30.885 5,353 64,241 33.330 5,777 69,327 35.971 6,225 74,619 38.823	460 45 32,439 5,623 67,472 35.006 6,068 72,812 37.779 6,548 78,580 40,773	170 36 32.452 5,627 67,520 35.029 6,072 72,860 37.802 6,552 78,628 40.796	180 17 32,485 5,631 67,568 35,052 6,076 72,908 37,825 6,556 78,676 40,620	190 18 34.111 5,913 70,950 36.606 6,380 76,557 39,717 6,884 82,612 42,862	200 13 34,134 5,917 70,998 36,829 6,384 76,605 39,741 6,888 82,660 42,885	210 20 34.157 5.921 71,048 36.852 8,368 76,653 39.764 6.892 82,708 42,908	220 21 35.865 6,217 74,598 38.695 8,707 80,486 41.752 7,237 86,844 45.053	230 22 35.888 6,221 74,848 38.718 8,711 60,534 41.775 7,241 86,892 45,076	240 23 35.911 6,225 74,694 38,741 6,715 80,562 41,798 7,245 86,940 45,099	250 24 35,934 6,229 74,742 38,764 6,719 80,630 41,621 7,249 86,988 45,122	250 25 35.957 6,233 74,790 38.787 6,723 80,676 41.844 7,253 87,036 45,145
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995	YSTEP YEAR MO YR HR MO YR HR MO YR HR MO YR HR MO	140 13 30.862 6,349 64,193 33.307 5,773 69,279 35.948 6,231 74,771 38,799 8,725 80,703	150 30.885 5,353 64,241 33.330 5,777 69,327 35.971 6,235 74,619 38.823 6,729	160 15 32,439 5,623 67,472 35,006 6,066 72,812 37,779 6,548 78,580 40,773 7,067	170 36 32.452 5,627 67,520 35.029 6,072 72,860 37,802 6,552 78,628 40,796 7,071	180 17 32.485 5,631 67,568 35.052 6,076 72,908 37.825 8,556 78,676 40,820 7,075	190 18 34.111 5,913 70,950 36.606 6,380 76,557 39,717 6,884 82,612 42,862 7,429	200 13 34,134 5,917 70,998 36,829 6,384 76,605 39,741 6,888 82,660 42,885 7,433	210 20 34.157 5,921 71,046 36.852 6,388 76,653 39,764 6,892 82,706 42,908 7,437	220 21 35.865 6,217 74,598 38.695 6,707 80,486 41.752 7,237 86,844 45.053 7,809	230 22 35.888 6,221 74,846 38,716 6,711 80,534 41,775 7,241 86,892 45,076 7,813	240 23 35.911 6,225 74,694 38,741 6,715 80,562 41,798 7,245 86,940 45,099 7,817	250 24 35,934 6,229 74,742 38,764 6,719 80,630 41,821 7,249 86,985 45,122 7,821	250 35,957 6,233 74,790 38,787 6,723 80,676 41,844 7,253 87,036 45,145 7,825
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09	YSTEP YEAR MO YR HR MO YR HR MO YR HR MO YR HR MO YR	140 13 30.862 6,349 64,193 33.307 5,773 69,279 35.948 6,231 74,771 38,799 8,725	150 34 30.885 5,353 64,241 33.330 5,777 69,327 35.971 6,235 74,619 38.823 6,729 80,751	160 15 32,439 5,623 67,472 35,006 6,068 72,812 37,779 6,548 78,580 40,773 7,067 64,809	170 36 32.452 5,627 67,520 35.029 6,072 72,860 37.802 6,552 78,628 40.796 7,071 84,857	180 127 32,485 5,631 67,568 35,052 6,076 72,908 37,825 6,556 78,676 40,820 7,075 84,905 44,458	190 34.111 5,913 70,950 36,806 6,380 76,557 39,717 6,884 82,612 42,862 7,429 89,152	200 13 34.134 5.917 70,998 36.629 6.364 76,605 39.741 6,888 82,660 42.885 7,433 89,200	210 20 34.157 5,921 71,046 36.852 6,386 76,653 39.764 6,892 82,706 42,908 7,437 89,248	220 21 35.865 6,217 74,598 38.695 6,707 80,486 41.752 7,237 86,844 45.053 7,809 93,711	230 22 35.888 6,221 74,846 38,718 6,711 60,534 41,775 7,241 86,892 45,076 7,813 93,759	240 23 35.911 6,225 74,694 38,741 6,715 80,582 41,788 7,245 86,940 45,099 7,817 93,807	250 24 35,934 6,229 74,742 38,764 6,719 80,630 41,621 7,249 86,988 45,122 7,821 93,855	250 25 35.957 6.233 74.790 38.787 6.723 80,676 41.844 7.253 87,036 45.145 7,825 93,903
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF	YSTEP YEAR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR	140 13 30.862 6,349 64,193 33.307 5,773 69,279 35,948 6,231 74,771 38,799 6,725 80,703 42,264	150 34 30.885 5,353 64,241 33,330 5,777 69,327 35.971 6,235 74,619 38.823 6,729 80,751 42,288 42,288	32,439 5,623 5,623 67,472 35,006 6,068 72,812 37,779 6,548 78,580 40,773 7,067 64,809 44,412	170 35 32,452 5,627 67,520 35,029 6,072 72,860 37,802 6,552 78,628 40,796 7,071 84,857	180 32,485 5,631 67,568 35,052 6,076 72,908 37,825 6,656 78,576 40,820 7,075 84,905	190 34.111 5,913 70,950 36,806 6,380 76,557 39,717 6,884 82,612 42,862 7,429 89,152 46,682	200 13 34,134 5,917 70,998 36,829 6,364 76,605 39,741 6,888 82,660 42,885 7,433 89,200 46,705	210 20 34.157 5,921 71,046 36.852 6,388 76,653 39.764 6,892 82,706 42,908 7,437 89,246 48,728	220 21 35.865 6,217 74,598 38.695 6,707 80,486 41.752 7,237 86,844 45.053 7,809 93,711 49.064	230 22 35.883 6,221 74,846 38,718 6,711 60,534 41.775 7,241 86,892 45,076 7,813 93,759 49,087	240 23 35.911 6,225 74,694 38,741 6,715 80,582 41.798 7,245 86,940 45.099 7,817 93,807 49,110	250 24 35,934 6,229 74,742 38,764 6,719 80,630 41,621 7,249 86,985 45,122 7,821 93,855 49,134	250 25 35.957 6.233 74.790 38.787 6.723 80,678 41.644 7.253 87,036 45.145 7.825 93,903 49.157
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13985 F10	YSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR	140 13 30.862 6,349 64,193 33.307 5,773 69,279 35.948 6,231 74,771 38,799 6,725 80,703 42,264 7,326 87,910	150 30.885 5,353 64,241 33.330 5,777 69,327 35.971 6,235 74,819 38.823 6,729 80,751 42.288 7,330 87,958	160 12 32,439 5,623 5,623 67,472 35,006 6,066 72,812 37,779 6,548 78,580 40,773 7,067 64,809 44,412 7,638 92,377	170 36 32.452 5,627 67,520 35.029 6,072 72,860 37,802 6,552 78,628 40.796 7,071 84,857 7,702 92,425	180 17 32.485 5,631 67,568 35,052 8,076 72,908 37,825 8,556 78,676 40,820 7,075 84,905 44,458 7,706 92,473	190 18 34.111 5,913 70,950 36.606 6,380 76,557 39,717 6,854 82,612 42,862 7,429 89,152 46,682 8,092 87,098	200 13 34,134 5,917 70,998 36,829 6,384 75,605 39,741 6,885 82,660 42,885 7,433 89,200 46,705 8,096	210 20 34.157 5,921 71,046 36.852 6,386 76,653 39,764 6,892 82,705 42,908 7,437 89,248 46,728 8,709 97,194	220 21 35.865 6,217 74,598 38.695 6,707 80,486 41.752 7,237 86,844 45.053 7,809 93,711 49.064 8,504 102,054	230 22 35.888 6,221 74,846 38,718 60,534 41,775 7,241 86,892 45,076 7,813 93,759 49,087 8,508	240 23 35.911 6,225 74,694 38,741 6,715 80,582 41,798 7,245 86,940 45,099 7,817 93,807 49,110 8,512 102,150	250 24 35,934 6,229 74,742 38,764 6,719 80,630 41,821 7,249 86,985 45,122 7,821 93,855 49,134 8,516 102,198	250 35,957 6,233 74,790 38,787 6,723 80,678 41,844 7,253 87,036 45,145 7,825 93,903 49,157 8,620 102,246
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13985 F10 FIRE DIVISION CHIEF	YSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR	140 13 30.862 6,349 64,193 33.307 5,773 69,278 35.948 6,231 74,771 36.799 6,725 80,703 42,264 7,326 87,910 45.622	150 14 30.885 5,353 64,241 33.330 5,777 69,327 35.971 6,235 74,619 38,823 6,729 80,751 42,288 7,330 87,958 45,645	160 12 32,439 5,623 5,623 67,472 35,006 6,068 72,812 37,779 6,548 78,580 40,773 7,067 64,809 44,412 7,698 92,377 47,937 47,937	170 36 32.452 5,627 67,520 35.029 6,072 72,860 37.802 6,552 78,628 40.796 7,071 84,857 7,702 92,425 47.960	180 32,485 5,631 57,558 35,052 87,558 35,052 37,825 8,556 78,676 40,820 7,075 84,905 44,458 7,706 92,473 47,983	190 34.111 5,913 70,950 36,806 6,380 76,557 39,717 6,884 82,612 42,862 7,429 89,152 46,682 8,092 97,098 50,383	200 33 34.134 5,917 70,998 36.629 6,364 78,605 39.741 6,888 82,660 42,885 7,433 89,200 46,705 8,096 97,146 50,406	210 20 34.157 5,921 71,046 36.852 6,366 76,653 39.764 6.892 82,708 42,908 7,437 89,248 46,728 6,100 97,194 50,429	220 21 35.865 6,217 74,598 38.695 6,707 80,486 41.752 7,237 86,844 45.053 7,809 93,711 49.064 8,504 102,054 52.951	230 22 35.888 6,221 74,846 38,718 60,534 41,775 7,241 86,892 45,076 7,813 93,759 49,087 8,508 102,102 52,974	240 23 35,911 6,225 74,694 38,741 6,715 80,582 41,798 7,245 86,940 45,099 7,817 93,807 49,110 8,512 102,150 52,997	250 24 35,934 6,229 74,742 38,764 6,719 80,630 41,621 7,249 86,988 45,122 7,821 93,855 49,134 8,516 102,198 53,020	250 35,957 6,233 74,790 38,787 6,723 80,678 41,844 7,253 87,036 45,145 7,825 93,903 49,157 8,520 102,246 53,043
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13985 F10	YSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR	140 13 30.862 6,349 64,193 33.307 5,773 69,279 35.948 6,231 74,771 38,799 6,725 80,703 42,264 7,326 87,910	150 30.885 5,353 64,241 33.330 5,777 69,327 35.971 6,235 74,819 38.823 6,729 80,751 42.288 7,330 87,958	160 12 32,439 5,623 5,623 67,472 35,006 6,066 72,812 37,779 6,548 78,580 40,773 7,067 64,809 44,412 7,638 92,377	170 36 32.452 5,627 67,520 35.029 6,072 72,860 37,802 6,552 78,628 40.796 7,071 84,857 7,702 92,425	180 147 32.485 5,631 67,568 35,052 8,076 72,908 37,825 8,556 78,676 40,820 7,075 84,905 44,458 7,706 92,473	190 18 34.111 5,913 70,950 36.606 6,380 76,557 39,717 6,854 82,612 42,862 7,429 89,152 46,682 8,092 87,098	200 13 34.134 5,917 70,998 36.829 6,364 76,605 39,741 6,888 82,660 42,885 7,433 89,200 46,705 8,096 97,146	210 20 34.157 5,921 71,046 36.852 6,386 76,653 39,764 6,892 82,705 42,908 7,437 89,248 46,728 8,709 97,194	220 21 35.865 6,217 74,598 38.695 6,707 80,486 41.752 7,237 86,844 45.053 7,809 93,711 49.064 8,504 102,054	230 22 35.888 6,221 74,846 38,718 6,711 80,534 41,775 7,241 86,892 45,076 7,813 93,759 49,087 8,508 102,102	240 23 35.911 6,225 74,694 38,741 6,715 80,582 41,798 7,245 86,940 45,099 7,817 93,807 49,110 8,512 102,150	250 24 35,934 6,229 74,742 38,764 6,719 80,630 41,821 7,249 86,985 45,122 7,821 93,855 49,134 8,516 102,198	250 35,957 6,233 74,790 38,787 6,723 80,678 41,844 7,253 87,036 45,145 7,825 93,903 49,157 8,620 102,246
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13985 F10 FIRE DIVISION CHIEF 14015 F11	YSTEP YEAR HR MO YR HR MO YR HR MYR HR MYR HR MYR HR MYR HR MYR HR MYR YR HR MYR HR MYR YR HR MYR HR HR MYR HR MYR HR HR MYR HR HR MYR HR HR HR HR HR HR HR HR HR HR HR HR HR	140 13 30.862 6,349 64,193 33.307 5,773 69,279 35.948 6,231 74,771 38,799 8,725 80,703 42,264 7,326 87,910 45,622 7,908	150 34 30.885 5,353 64,241 33.330 35,777 69,327 35.971 6,225 74,619 38.823 6,729 80,751 42.288 7,330 87,958 45.645 7,912 12	160 15 32,439 5,623 67,472 35,006 6,068 72,812 37,779 6,545 78,580 40,773 7,067 64,809 44,412 7,858 92,377 47,937 8,309	170 36 32.452 5,627 67,520 35.029 6,072 72,860 37.802 6,552 78,628 40.796 7,071 84,857 7,702 92,425 47,960 8,313	180 32,485 5,631 67,568 35,052 6,076 72,908 37,825 6,556 78,676 40,820 7,075 84,905 44,458 7,706 92,473 47,983 8,317	190 34.111 5,913 70,950 36,806 6,380 76,557 39,717 6,884 82,612 42,862 7,429 89,152 46,682 8,092 97,098 50,383 8,733 104,797	200 13 34,134 5,917 70,998 36,829 6,364 76,605 39,741 6,888 82,660 42,885 7,433 89,200 46,705 8,096 97,146 50,406 8,737 104,845	210 20 34.157 5,921 71,046 36,852 6,388 76,653 39,764 6,892 82,708 42,908 7,437 89,246 48,728 9,246 48,728 9,100 97,194 50,429 8,741 104,893	220 21 35.865 6,217 74,598 38.695 6,707 80,486 41.752 7,237 86,844 45.053 7,809 93,711 49.064 8,504 102,054 52.951 9,178 110,137	230 22 35.883 6,221 74,846 38,718 6,711 60,534 41,775 7,241 66,892 45,076 7,813 93,759 49,087 6,506 102,102 52,974 8,182 110,185	240 23 35.911 6,225 74,694 38,741 6,715 80,582 41.798 7,245 56,940 45.099 7,817 93,807 49,110 8,512 102,150 52,997 9,186 110,233	250 24 35,934 6,229 74,742 38,764 6,719 80,630 41,621 7,249 86,985 45,122 7,821 93,855 49,134 8,516 102,198 63,020 9,190 110,281	250 25 35.957 6.233 74.790 38.787 6.723 80,676 41.644 7.253 87,036 45.145 7,825 93,903 49.157 8,620 102,246 53,043 9,194 110,329
FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13985 F10 FIRE DIVISION CHIEF 14015	YSTEP YEAR MO YR HR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR HR HR MO YR HR HR HR HR HR HR HR HR HR HR HR HR HR	140 13 30.862 6,349 64,193 33.307 5,773 69,279 35.948 6,231 74,771 38,799 8,725 80,703 42,264 7,326 87,910 45,622 7,908	150 34 30.885 5,353 64,241 33.330 35,777 69,327 35.971 6,225 74,619 38.823 6,729 80,751 42.288 7,330 87,958 45.645 7,912 12	160 15 32,439 5,623 67,472 35,006 6,068 72,812 37,779 6,545 78,580 40,773 7,067 64,809 44,412 7,858 92,377 47,937 8,309	170 36 32.452 5,627 67,520 35.029 6,072 72,860 37.802 6,552 78,628 40.796 7,071 84,857 7,702 92,425 47,960 8,313	180 32,485 5,631 67,568 35,052 6,076 72,908 37,825 6,556 78,676 40,820 7,075 84,905 44,458 7,706 92,473 47,983 8,317	190 18 34.111 5,913 70,950 36,806 6,380 76,557 39,717 6,884 82,612 42,862 7,429 89,152 46,682 8,092 87,098 50,383 8,733	200 13 34.134 5,917 70,998 36.629 6,364 76,605 39.741 6,888 82,660 42.885 7,433 89,200 46.705 8,096 97,146 50.406 8,737	210 20 34.157 5,921 71,046 36.852 6,386 76,653 39.784 6,892 82,708 42,908 7,437 89,248 46,728 6,100 97,194 50,429 8,741	220 21 35.865 6,217 74,598 38.695 6,707 80,486 41.752 7,237 86,844 45.053 7,809 93,711 49.064 8,504 102,054 52.951 9,178	230 22 35.888 6,221 74,846 38,718 60,534 41,775 7,241 86,892 45,076 7,813 93,759 49,087 8,508 102,102 52,974 9,182	240 23 35.911 6,225 74,694 38,741 6,715 80,582 41.788 7,245 86,940 45.099 7,817 93,807 49,110 8,512 102,150 52,997 8,186	250 24 35,934 6,229 74,742 38,764 6,719 80,630 41,621 7,249 86,968 45,122 7,821 93,855 49,134 8,516 102,198 53,020 9,190	250 25 35.957 6,233 74,790 38.787 6,723 80,676 41.844 7,253 87,036 45,145 7,825 93,903 49,157 8,520 102,246 53,043 9,194

Rank Differentials: (All 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, 18 & 21 year and 9.15% increase at 3 year

APPENDIX A-2, pg 1

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

53 Hour Week (With Longevity)

and the state of t	GRADE	. A		- C	D.		See.	G	5 H S &					
	YEAR	10 BASE	20	30 2	40 3	50 8	60 5	70. 6	80 7	. 00 B	100	110 10	-120 11	130 12
FIREFIGHTER	HR	15.482	16.842	18.291	19.979	19.996	20.014	21.027	21.044	21.062	22.126	22.143	22.160	23.275
14050	MO	3,556	3,868	4,201	4,589	4,593	4,597	4,829	4,833	4,837	5,082	5.086	5,090	5,345
F02	YR	42,667	46,417	50,410	55,062	55,110	55,158	57,950	57,998	58,046	60,978	61,026	61,074	64,145
FIRE SPECIALIST	HR			19,751	21.673	21.591	21.608	22,701	22.718	22.735	23.883	23.900	23.918	25.120
14025	MO			4,536	4,955	4,959	4,963	5,214	5,218	5.222	5,485	5,489	5,493	5,769
F06	YR			54,435	59,456	59,504	59,552	62,583	62,611	62,659	65,822	65,870	65,918	69,231
FIRE LIEUTENANT	HR					23.312	23,330	24.508	24.526	24.543	25.781	25.799	25.816	27.113
14020	MO					5,354	5,358	5,629	5,633	5,637	5.921	5,925	5,929	6,227
F08	YR					64,249	64,297	67,545	67,593	67,641	71,053	71,101	71,149	74,723
FIRE CAPTAIN	HR							26.461	26.478	26.495	27.831	27.849	27.866	29.265
13995	MO							6,077	6,081	6,085	6,392	6,396	6,400	6,721
F09	YR						•	72,925	72,973	73,021	76,703	76,751	76,799	80,655
FIRE BATTALION CHIEF	HR									28.867	30.322	30.339	30.357	31.880
13985	MO									6,630	6,964	6,968	6,972	7,322
F10	YR									79,559	83,567	83,615	83,663	87,862
FIRE DIMSION CHIEF	HR						· ·			31,165	32,735	32.752	32.770	34,414
14015	MO									7.158	7,518	7,522	7,526	7,904
F11	YR									85,893	90,218	90,266	80,314	94,845
FIRE ASSISTANT CHIEF	HR					-								
						-	• •							
10935	MO													
10935 F12	MO YR													
	YR	TH & ANN	UAL PAY	RATES	RE APPI	ROXIMAT	IONS DL	IE TO ST	ATISTICA	L ROUNI	DING.			
F12 NOTES:	YR MON1		UAL PAY	RATES /				IE TO STI	ATISTICA		DING.			
F12 NOTES:	YR MON1 GRADE YSTEP	N	0 150	P 160	Q -170	R 180	S 190 - 1	T. 200	U 210	V 220	W 230	X 240	¥ 250	260
F12 NOTES: PA	YR MONT GRADE YSTEP YEAR	140 13	0 150 34	P 160 15	Q 170 16	R 180 17	S 190 18	T. 200 19	10 1 210 20	220 21	W 230 22	240 23	250 24	260 25
F12 NOTES: FIREFIGHTER	YR MONT BRADE YSTEP YEAR HR	N 140 13 23.292	0 150 34 23.310	P 160 15 24.482	Q 170 16 24.499	R 160 17 24.517	5 190 18 25.744	T 200 19 25.761	210 20 25.779	220 21 27.068	W 230 22 27.085	240 23 27.102	250 24 27.120	260 25 27.137
F12 NOTES: FIREFIGHTER 14050	YR MONT GRADE YSTEP YEAR HR MO	N 140 13 23.292 5,349	0 150 34 23.310 5,353	9 15 15 24.482 5,823	Q 170 16 24.499 5,627	R 180 17 24.517 5,631	5 190 18 25.744 5,913	T. 200 19 25.761 5,917	4U 210 20 25.779 5,921	220 21 27.068 6,217	W 230 22 27.085 6,221	240 23 27.102 6,225	250 24 27.120 6,229	260 25 27.137 6,233
F12 NOTES: FIREFIGHTER	YR MONT BRADE YSTEP YEAR HR	N 140 13 23.292	0 150 34 23.310	P 160 15 24.482	Q 170 16 24.499	R 160 17 24.517	5 190 18 25.744	T 200 19 25.761	210 20 25.779	220 21 27.068	W 230 22 27.085	240 23 27.102	250 24 27.120	260 25 27.137
F12 NOTES: PA FIREFIGHTER 14050	YR MONT GRADE YSTEP YEAR HR MO	N 140 13 23.292 5,349	0 150 34 23.310 5,353	9 15 15 24.482 5,823	Q 170 16 24.499 5,627	R 180 17 24.517 5,631	5 190 18 25.744 5,913	T. 200 19 25.761 5,917	4U 210 20 25.779 5,921	220 21 27.068 6,217	W 230 22 27.085 6,221	240 23 27.102 6,225	250 24 27.120 6,229	260 25 27.137 6,233
F12 NOTES: PA FIREFIGHTER 14050 F02	YR MONT GRADE YSTEP YEAR HR MO YR	40 140 13 23.292 5,349 64,193	0 150 34 23.310 5,353 64,241	P 150 15 24.482 5,823 67,472	0 170 16 24.499 5,627 67,520	R 160 17 24.517 5,631 67,568	5,913 70,950	200 49 25.761 5.917 70,998	U 210 20 25.779 5,921 71,046	220 21 27.068 6,217 74,598	W 230 22 27.085 6,221 74,646	240 23 27.102 6,225 74,694	250 24 27.120 6,229 74,742	260 25 27.137 6,233 74,790
F12 NOTES: PIREFIGHTER 14050 F02 FIRE SPECIALIST	YR MONT GRADE YSTEP YEAR HR MO YR HR	N. 140 13 23.292 5,349 64,193 25.137	0 150 34 23.310 5,353 64,241 25.155	P 360 15 24.482 5,623 67,472 26.420	Q 170 16 24.499 5,627 67,520 26.437	R 160 17 24.517 5,631 67,568 26.454	\$ 190 38 25.744 5,913 70,950 27.778	200 19 25.761 5.917 70,998 27.796	U 210 20 25.779 5,921 71,046 27.813	220 21 27.068 6,217 74,598 29.204	W 230 22 27.085 6,221 74,646 29.221	240 23 27.102 6,225 74,694 29.239	250 24 27.120 6,229 74,742 29.256	260 25 27.137 6,233 74,790 29.273 6,723
F12 NOTES: PA FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025	YR MONT BRADE YSTEP YEAR HR MO YR HR MO	N. 140 13 23.292 5,349 64,193 25.137 5,773	0 150 34 23.310 5,353 64,241 25.155 5,777	P 150 15 24.482 5,823 67,472 26.420 6,068	Q 179 16 24.499 5,627 67,520 26.437 6,072	R 160 47 24.517 5,831 67,568 26.454 6,076	5 190 31 25.744 5,913 70,950 27.778 6,380	T 200 49 25.761 5.917 70,998 27.796 6,384	25.779 5,921 71,046 27.813 6,386	220 21 27.068 6,217 74,598 29.204 6,707	W 230 22 27.085 6,221 74,646 29.221 6,711	240 23 27.102 6,225 74,694 29,239 6,715	250 24 27.120 6,229 74,742 29.256 6,719	260 25 27.137 6,233 74,790 29.273 6,723
F12 NOTES: PIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06	YR MONN GRADE YSTEP YEAR HR MO YR HR MO YR	4: 140 13 23.292 5,349 64,193 25.137 5,773 69,279	0 150 34 23.310 5,353 64,241 25.155 5,777 69,327	P 360 45 24.482 5,623 67,472 26,420 6,068 72,612	24.499 5,627 67,520 26.437 6,072 72,850	R 180 17 24.517 5,631 67,568 26.454 6,076 72,908	\$ 190 34 25.744 5.913 70,950 27.776 8,380 76,557 29.975 6,884	70,998 27,796 6,384 76,605	210 26 25.779 5,921 71,046 27.813 6,388 76,653	27.068 6,217 74,598 29,204 6,707 80,486	W 230 22 27.085 6,221 74,646 29,221 6,711 80,534	240 223 27.102 6,225 74,694 29.239 6,715 80,582	250 24 27.120 6,229 74,742 29.256 6,719 80,630	260 25 27.137 6,233 74,790 29.273 6,723 80,678
F12 NOTES: PA FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT	YR MONT BRADE YSTEP YEAR HR MO YR HR MO YR HR	4 140 13 23.292 5,349 84,193 25.137 5,773 69,279 27.130	0 350 34 23.310 5,353 64,241 25.155 5,777 69,327 27,148	24.482 5,623 67,472 26,420 6,068 72,812 28,512	Q 170 16 24.499 5,627 67,520 26.437 6,072 72,860 28.530	R 180 47 24.517 5,631 67,568 26,454 6,076 72,908 28,547	\$ 190 38 25,744 5,913 70,950 27,776 6,380 76,557 29,975	T 200 48 25.761 5.917 70,998 27.796 6.384 76,605 29.993	25.779 5,921 71,046 27,813 6,388 76,653 30.010	220 21 27.068 6,217 74,595 29.204 6,707 80,486 31.511	W 230 22 27.085 6,221 74,646 29,221 6,711 60,534 31.528	240 23 27.102 6,225 74,694 29,239 6,715 80,582 31,546	250 27 27.120 6,229 74,742 29,256 6,719 80,630 31.563	260 25 27.137 6,233 74,790 29.273 6,723 60,678 31.580
F12 NOTES: PREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020	YR MONT BRADE YSTEP YEAR HR MO YR HR MO YR HR MO	140 140 13 23.292 5,349 84,193 25.137 5,773 69,279 27.130 6,231	0 350 34 23,310 5,353 64,241 25,155 5,777 69,327 27,148 6,235	P 360 35 24.482 5,623 67,472 26,420 6,068 72,812 28,512 6,548	24.499 5,627 67,520 26.437 6,072 72,860 28.530 6,552	R 180 17 24.517 5,831 67,568 26.454 6,076 72,908 28.547 6,556	\$ 190 34 25.744 5.913 70,950 27.776 8,380 76,557 29.975 6,884	T 200 32 25,761 5,917 70,998 27,796 6,384 76,605 29,993 6,888	U 210 26 25.779 5,921 71,046 27.813 6,388 76,653 30.010 6,892 82,708 32,383	220 21 27.068 6,217 74,598 29.204 6,707 80,486 31.511 7,237	W 230 22 27.085 6,221 74,646 29,221 8,711 80,534 31,528 7,241	240 23 27.102 6,225 74,694 29,239 6,715 80,582 31.546 7,245	250 27.120 6,229 74,742 29,256 6,719 80,630 31.563 7,249	260 25 27.137 6.233 74,790 29.273 6,723 6,723 60,678 31,580 7,253
F12 NOTES: PA FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08	YR MONN YSTEP YEAR HR MO YR HR MO YR HR MO YR	40 340 43 23.292 5,349 64,193 25.137 5,773 69,279 27.130 6,231 74,771	0 150 34 23.310 5,353 64,241 25.155 5,777 69,327 27,148 6,235 74,819	P 360 45 24.482 5.823 67,472 26.420 6.068 72,812 28.512 6.548 78,580	0 170 56 24.499 5,627 67,520 26.437 6,072 72,860 28.530 6,552 78,628	R 180 47 24.517 5,831 67,568 26.454 6,076 72,908 28.547 6,556 78,676	5 190 38 25.744 5,913 70,950 27.776 6,380 76,557 29.675 6,884 82,612	T 200 38 25.761 5.917 70,998 27.796 6,384 76,605 29.993 6,888 82,660	210 220 25.779 5,921 71,046 27.813 6,386 76,653 30.010 6,892 82,708	220 24 27.068 6,217 74,598 29.204 6,707 80,486 31.511 7,237 86,844	W 230 22 27.085 6,221 74.646 29.221 6,711 80,534 31.528 7,241 86,892	240 23 27,102 6,225 74,694 29,239 6,715 80,582 31,546 7,245 86,940	250 27 27,120 6,229 74,742 29,256 6,719 80,630 31,563 7,249 85,968	250 25 27.137 6.233 74,790 29.273 6.723 6.723 6.723 6.723 80,678 31.580 7,253 87,036
F12 NOTES: PA FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN	YR MONN BRADE YSTEP YEAR HR MO YR HR MO YR HR MO YR HR	40 140 15 23.292 5,349 84,193 25.137 5,773 69,279 27,130 6,231 74,771 29.283	0 450 34 23.310 5,353 64,241 25.155 5,777 69,327 27,148 6,235 74,819 29,300	P 160 15 24.482 5.623 67,472 26.420 6.068 72,812 28.512 6.546 78,580 30.772	24.499 5,627 67,520 26.437 6,072 72,860 28.530 6,552 78,628 30.790	R 180 47 24.517 5,831 67,568 26.454 6,076 72,908 28.547 6,556 78,676 30,807	\$ 190. 38 25.744 5.913 70,950 27.776 6,380 76,557 29.975 6,884 82,612 32.348	T 200 48 25.761 5.917 70,998 27.796 6,384 76,605 29.993 6,888 62,660 32,366	U 210 26 25.779 5,921 71,046 27.813 6,388 76,653 30.010 6,892 82,708 32,383	220 221 27.068 6,217 74,598 29.204 6,707 80,486 31.511 7,237 86,844 34.002	W 230 22 27,085 6,221 74,646 29,221 6,711 80,534 31,528 7,241 86,892 34,020	240 23 27.102 6,225 74,694 29,239 6,715 80,582 31,546 7,245 86,940 34,037	250 27,120 6,229 74,742 29,256 6,719 80,830 31,563 7,249 85,988 34,055	260 25 27.137 6.233 74,790 29.273 6.723 6.723 6.723 80,678 31.580 7.253 87,036 34.072
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995	YR MONT GRADE YSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR	4 340 43 23.292 5,349 84,193 25.137 5,773 69,279 27.130 6,231 74,771 29.263 6,725	0 150 14 23.310 5,353 64,241 25.155 5,777 69,327 27,148 6,235 74,819 29,300 6,729	P 360 35 24.482 5,623 67,472 26,420 6,068 72,812 28,512 6,548 78,580 30.772 7,067	24.499 5,627 67,520 28.437 6,072 72,860 28.530 6,552 78,628 30.790 7,071 84,857 33.536	R 180 47 24.517 5,631 67,568 26.454 6,076 72,908 28.547 6,556 78,676 30,807 7,075	5 490 34 25.744 5,913 70,950 27.776 6,380 76,557 29.975 6,884 82,612 32,348 7,429	T 200 48 25.761 5.917 70,998 27.796 6,384 76,605 29.993 6,888 62,860 32,366 7,433	230 225.779 5,921 71,046 27,813 6,388 76,653 30,010 6,892 82,708 32,383 7,437 89,248 35,266	220 221 27.068 6,217 74,598 29.204 6,707 80,486 31.511 7,237 86,844 34.002 7,809	W (230) 22 27.085 6,221 74.646 29.221 8,711 80,534 31.528 7,241 86,892 34,020 7,813 93,759 37.047	240 23 27.102 6,225 74,694 29,239 6,715 80,582 31,546 7,245 86,940 34,037 7,817	250 27.120 6,229 74,742 29,256 6,719 80,630 31.563 7,249 86,988 34.055 7,821 93,855 37.082	260 25 27.137 6.233 74,790 29.273 6.723 6.723 6.723 6.723 6.723 6.723 87,636 31.580 7,253 87,036 34.072 7,625 93,903 37.099
F12 NOTES: PA FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09	YR MONT BRADE YSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR	N 140 13 23.292 5,349 84,193 25.137 5,773 69,276 27.130 6,231 74,771 29.283 6,725 80,703	9 350 34 23,310 5,353 64,241 25,155 5,777 69,327 27,148 6,235 74,819 29,300 6,729 80,751	P 360 35 24.482 5,623 67,472 26,420 6,068 72,812 28.512 6,548 78,580 30.772 7,067 84,809	24.499 5,627 67,520 26.437 6,072 72,860 28.530 6,552 78,628 30.790 7,071 84,857	R 180 17 24.517 5,631 67,568 26.454 6,076 72,008 28.547 6,556 78,676 30.807 7,075 84,905	\$ 190 34 25,744 5,913 70,950 27,778 6,380 76,557 29,975 6,884 82,612 32,348 7,429 89,152	200 32 25,761 5,917 70,998 27,796 6,384 76,605 29,993 6,888 62,860 32,366 7,433 89,200	230 225.779 5,921 71,046 27,813 6,388 76,653 30,010 6,892 82,708 32,383 7,437 89,246 35,266 8,100	220 221 27.066 6,217 74,598 29.204 6,707 80,486 31.511 7,237 86,844 34.002 7,809 93,711 37.030 8,504	W 230 22 27.085 6,221 74,646 29,221 6,711 60,534 31.528 7,241 86,892 34,020 7,813 93,759	240 23 27.102 6,225 74,694 29,239 6,715 80,582 31,546 7,245 86,940 34,037 7,817 93,807	250 27.120 6,229 74,742 29,256 6,719 80,630 31.563 7,249 86,988 34.055 7,821 93,855	260 25 27.137 6.233 74,760 29.273 6.725 6.723 6.725 6.723 6.725 6.725 6.725 6.725 6.725 6.725 6.725 6.725 6.725 6.725 6.725 6.725 6.725 7.725 7.725 7.735 7.725 7.735 7.725 7.735 7.725 7.735 7.725 7.755 7.755 7.755 7.755 7.755 7.755 7.755 7.755 7.755 7.755 7.755 7.755 7.755 7.7557 7.7557 7.7557 7.75577 7.75577777777
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF	YR MONN BRADE YSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR	N 140 140 13 23.292 5,349 84,193 25.137 5,773 69,279 27.130 6,231 74,771 29.283 6,725 80,703 31.898	0 350 34 23,310 5,353 64,241 25,155 5,777 69,327 27,148 6,235 74,819 29,300 6,729 80,751 31,915	P 360 35 24.482 5,623 67,472 26,420 6,068 72,812 28.512 6,548 78,580 30.772 7,067 84,809 33.518	24.499 5,627 67,520 28.437 6,072 72,860 28.530 6,552 78,628 30.790 7,071 84,857 33.536	R 180 17 24.517 5,831 67,568 26.454 6,076 72,908 28.547 6,556 78,676 30,807 7,075 84,905 33,553	\$ 190 34 25,744 5,913 70,950 27,776 6,380 76,557 29,975 6,884 82,612 32,348 7,429 89,152 35,232	T 200 32 25,761 5,917 70,998 27,796 6,384 76,605 29,993 6,888 62,660 32,366 7,433 89,200 35,249	230 225.779 5,921 71,046 27,813 6,388 76,653 30,010 6,892 82,708 32,383 7,437 89,248 35,266	220 21 27.068 6,217 74,598 29.204 6,707 80,486 31.511 7,237 86,844 34.002 7,809 93,711 37.030	W (230) 22 27.085 6,221 74.646 29.221 8,711 80,534 31.528 7,241 86,892 34,020 7,813 93,759 37.047	240 23 27.102 6,225 74,694 29,239 6,715 80,582 31,546 7,245 86,940 34,037 7,817 93,807 37,065	250 27.120 6,229 74,742 29,256 6,719 80,630 31.563 7,249 86,988 34.055 7,821 93,855 37.082	260 25 27.137 6.233 74,790 29.273 6.723 6.723 6.723 60,678 31.580 7,253 87,036 34.072 7,625 93,903 37.069 8,520
F12 NOTES: PA FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13985	YR MONN BRADE YSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO	N 140 13 23.292 5,349 84,193 25.137 5,773 69,279 27.130 6,231 74,771 29,283 6,725 80,703 31,898 7,326	0 150 150 153 154 23,310 5,353 64,241 25,155 5,777 69,327 27,148 6,235 74,819 29,300 6,729 80,751 31,915 7,330	P 360 35 24.482 5,623 67,472 26.420 6,068 72,812 28.512 6,548 78,580 30.772 7,067 84,809 33.518 7,598	24.499 5,627 67,520 26.437 6,072 72,860 28.530 6,552 78,628 30.790 7,071 84,857 33.536 7,702	R 180 17 24.517 5,831 67,568 26.454 6,076 72,908 28.547 6,556 78,676 30,807 7,075 84,905 33,553 7,706	\$ 190 32 25.744 5,913 70,950 27.776 8,380 76,557 29.975 6,884 82,612 32,348 7,429 89,152 35,232 8,092	T 200 42 25,761 5,917 70,998 27,796 6,384 76,605 29,993 6,888 82,660 32,368 7,433 89,200 35,249 8,096	25.779 5,921 71,046 27,813 6,386 76,653 30.010 6,892 82,708 32,383 7,437 89,248 35,266 8,100 97,194 35,060	220 221 27.066 6,217 74,598 29.204 6,707 80,486 31.511 7,237 86,844 34.002 7,809 93,711 37.030 8,504	W 230 22 27.085 6,221 74,646 29,221 6,711 60,534 31.528 7,241 86,892 34,020 7,813 93,759 37,047 8,508 102,102 39,980	240 23 27.102 6,225 74,694 29,239 6,715 80,582 31,546 7,245 86,940 34,037 7,817 93,807 37,065 8,512	250 27.120 6,229 74,742 29,256 6,719 80,630 31.563 7,249 86,988 34.055 7,821 83,855 37,082 8,516	250 25 27.137 6,233 74,790 29,273 6,723 60,678 31,580 7,253 87,036 34,072 7,625 93,903 37,099 8,520 102,246
F12 NOTES: PIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13985 F10 FIRE DIVISION CHIEF	YR MONT GRADE YSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR	40 340 43 23.292 5,349 64,193 25.137 5,773 69,279 27.130 6,231 74,771 29.283 6,725 80,703 31.896 7,326 87,910	0 150 150 34 23.310 5,353 64,241 25.155 5,777 69,327 27,148 6,235 74,819 29,300 6,729 80,751 31,915 7,330 87,958	P 360 35 24.482 5,823 67,472 26.420 6,068 72,812 28.512 6,548 78,580 30.772 7,067 84,809 33.516 7,895 92,377	24.499 5627 67,520 26.437 6,072 72,860 28.530 6,552 78,623 30.790 7,071 84,857 33.536 7,702 92,425	R 180 47 24.517 5,831 67,568 26.454 6,076 72,908 28.547 6,556 78,676 30,807 7,075 84,905 33,553 7,706 92,473	\$ 190 34 25,744 5,913 70,950 27,778 6,380 76,557 29,975 6,884 82,612 32,348 7,429 89,152 35,232 8,092 97,098 38,025 8,733	200 32 200 32 25,761 5,917 70,998 27,796 6,384 76,605 29,993 6,888 82,660 32,366 7,433 89,200 35,249 8,096 97,146 38,042 8,737	210 220 25.779 5,921 71,046 27,813 6,388 76,653 30.010 6,892 82,708 32,383 7,437 89,248 35,266 8,100 97,194 38,060 6,741	220 24 27.068 6,217 74,598 29.204 6,707 80,486 31.511 7,237 86,844 34.002 7,809 93,711 37.030 8,504 102,054	W 230 22 27.085 6,221 74.646 29.221 6,711 80.534 31.528 7,241 86,892 34.020 7,813 93,759 37.047 8,508 102,102	240 23 27.102 6,225 74,694 29,239 6,715 80,582 31,546 7,245 86,940 34,037 7,817 93,807 37,065 8,512 102,150 39,998 9,186	250 27.120 6,229 74,742 29,256 6,719 80,830 31,563 7,249 86,988 34,055 7,821 93,855 37,082 8,516 102,198	260 25 27.137 6.233 74.790 29.273 6.723 6.723 6.723 60.678 31.580 7.253 87,036 34.072 7,625 93,903 37.069 8.520 102,246 40.032
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13985 F10	YR MONT BRADE YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR	N 140 13 23.292 5,349 64,193 25.137 5,773 69,279 27.130 6,231 74,771 29,283 6,725 80,703 31,898 87,910 34.431	0 150 14 23,310 5,353 64,241 25,155 5,777 69,327 27,148 6,225 74,819 29,300 6,729 80,751 31,915 7,330 87,956 34,449	P 360 35 24.482 5,623 67,472 26,420 6,068 72,812 28.512 6,548 78,580 30.772 7,067 84,809 33.518 7,598 92,377 36,179	24.499 5,627 67,520 26.437 6,072 72,860 28.530 6,552 78,628 30.790 7,071 84,857 33,536 7,702 92,425 36.196	R 180 17 24.517 5,631 67,568 26.454 6,076 72,908 28.547 6,556 78,676 30,807 7,075 84,905 33,553 7,706 92,473 36,214	\$ 190 34 25,744 5,913 70,950 27,778 6,380 76,557 29,975 6,884 82,612 32,348 7,429 89,152 35,232 8,092 97,098 38,025 8,733	T 2D0 42 25,761 5,917 70,998 27,796 6,384 76,605 29,993 6,888 82,660 32,366 7,433 89,200 35,249 8,096 97,146 38,042	25.779 5,921 71,046 27,813 6,386 76,653 30.010 6,892 82,708 32,383 7,437 89,248 35,266 8,100 97,194 35,060	220 24 27.068 6,217 74,595 29.204 6,707 80,486 31.511 7,237 86,844 34.002 7,809 93,711 37.030 8,504 102,054 39.963	W 230 22 27.085 6,221 74,646 29,221 6,711 80,534 31,528 7,241 86,892 34,020 7,813 93,759 37,047 8,508 102,102 39,980 9,182	240 23 27.102 6,225 74,694 29,239 6,715 80,582 31,546 7,245 86,940 34,037 7,817 93,807 37,065 8,512 102,150 39,998 9,166	250 27.120 6,229 74,742 29,256 6,719 80,830 31.563 7,249 85,988 34.055 7,821 83,855 37.082 8,516 102,198 40,015	260 25 27.137 6.233 74,790 29.273 6.723 60.678 31.580 7.253 87,036 34.072 7,625 93,903 37.099 8,520 102,246 40.032 9,194
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13985 F10 FIRE DIVISION CHIEF 14015	YR MONT BRADE YSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO	140 140 13 23.292 5,349 84,193 25,137 5,773 69,279 27,130 6,231 74,771 29,283 6,725 80,703 31,896 7,326 87,910 34,431 7,908	9 350 34 23,310 5,353 64,241 25,155 5,777 69,327 27,148 6,235 74,819 29,300 6,729 80,751 31,915 7,330 87,955 34,449 7,912	P 360 35 24.482 5,623 67,472 26,420 6,068 72,612 28.512 6,646 78,580 30.772 7,067 84,809 33,516 7,698 92,377 36,179 8,309	24.499 5,627 67,520 26.437 6,072 72,860 28.530 6,552 78,628 30.790 7,071 84,857 33,536 7,702 92,425 36.196 8,313	R 180 17 24.517 5,631 67,568 26.454 6,076 72,006 28.547 6,556 78,676 30.807 7,075 84,905 33,553 7,706 92,473 36,214 8,317	\$ 190 34 25,744 5,913 70,950 27,778 6,380 76,557 29,975 6,884 82,612 32,348 7,429 89,152 35,232 8,092 97,098 38,025 8,733	200 32 200 32 25,761 5,917 70,998 27,796 6,384 76,605 29,993 6,888 82,660 32,366 7,433 89,200 35,249 8,096 97,146 38,042 8,737	210 220 25.779 5,921 71,046 27,813 6,388 76,653 30.010 6,892 82,708 32,383 7,437 89,248 35,266 8,100 97,194 38,060 6,741	220 21 27.068 6,217 74,595 29.204 6,707 80,486 31.511 7,237 86,844 34.002 7,809 93,711 37.030 8,504 102,054 39.963 9,178	W 230 22 27.085 6,221 74,646 29,221 6,711 80,534 31,528 7,241 86,892 34,020 7,813 93,759 37,047 8,508 102,102 39,980 9,182	240 23 27.102 6,225 74,694 29,239 6,715 80,582 31,546 7,245 86,940 34,037 7,817 93,807 37,065 8,512 102,150 39,998 9,186	250 27.120 6,229 74,742 29,256 6,719 80,830 31.563 7,249 86,968 34.055 7,821 83,855 37,082 8,516 102,198 40,015 9,190	260 25 27.137 6.233 74,790 29.273 6.723 60.678 31.580 7.253 87,036 34.072 7,625 93,903 37.099 8,520 102,246 40.032 9,194
F12 NOTES: PA FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13985 F10 FIRE DIVISION CHIEF 14015 F11	YR MONN BRADE YSTEP 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 HR MO YR	140 140 13 23.292 5,349 84,193 25,137 5,773 69,279 27,130 6,231 74,771 29,283 6,725 80,703 31,896 7,326 87,910 34,431 7,908	9 350 34 23,310 5,353 64,241 25,155 5,777 69,327 27,148 6,235 74,819 29,300 6,729 80,751 31,915 7,330 87,955 34,449 7,912	P 360 35 24.482 5,623 67,472 26,420 6,068 72,612 28.512 6,646 78,580 30.772 7,067 84,809 33,516 7,698 92,377 36,179 8,309	24.499 5,627 67,520 26.437 6,072 72,860 28.530 6,552 78,628 30.790 7,071 84,857 33,536 7,702 92,425 36.196 8,313	R 180 17 24.517 5,631 67,568 26.454 6,076 72,006 28.547 6,556 78,676 30.807 7,075 84,905 33,553 7,706 92,473 36,214 8,317	\$ 190 34 25,744 5,913 70,950 27,778 6,380 76,557 29,975 6,884 82,612 32,348 7,429 89,152 35,232 8,092 97,098 38,025 8,733	200 32 200 32 25,761 5,917 70,998 27,796 6,384 76,605 29,993 6,888 82,660 32,366 7,433 89,200 35,249 8,096 97,146 38,042 8,737	210 220 25.779 5,921 71,046 27,813 6,388 76,653 30.010 6,892 82,708 32,383 7,437 89,248 35,266 8,100 97,194 38,060 6,741	220 21 27.068 6,217 74,595 29.204 6,707 80,486 31.511 7,237 86,844 34.002 7,809 93,711 37.030 8,504 102,054 39.963 9,178	W 230 22 27.085 6,221 74,646 29,221 6,711 80,534 31,528 7,241 86,892 34,020 7,813 93,759 37,047 8,508 102,102 39,980 9,182	240 23 27.102 6,225 74,694 29,239 6,715 80,582 31,546 7,245 86,940 34,037 7,817 93,807 37,065 8,512 102,150 39,998 9,186	250 27.120 6,229 74,742 29,256 6,719 80,830 31.563 7,249 86,968 34.055 7,821 83,855 37,082 8,516 102,198 40,015 9,190	260 25 27.137 6.233 74,790 29.273 6.723 6.723 6.723 6.723 6.723 6.723 87,636 31.580 7,253 87,036 34.072 7,625 93,903 37.099

Rank Differentials: (All 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, 18 & 21 year and 9,15% increase at 3 year

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

40 Hour Week (With Longevity)

	GRADE		w B inn	C.	D			G			.	K ita	testa esta esta esta esta esta esta esta	in the second
2.5.9.9.9.9.9.9.9 . 9.	AYSTER YEAR	10 BASE	20 1	90 2	40 3	50	6D 6	70 6	BD	90 8	100 9	3110 · · · · · · · · · · · · · · · · · ·	120 . 11 -	130 12
FIREFIGHTER	HR	21.641	23.542	25.556	27.924	27.947	27,971	29.385	29,408	29.431	30.917	30.940	30,963	32.520
14050	MO .	3,751	4,081	4,431	4,840	4,844	4,848	5,093	5,097	5,101	5,359	5,363	5,367	5,637
F02	YR	45,014	48,968	53,177	56,063	58,131	58,179	61,121	61,169	61,217	64,308	64,356	64,404	67,642
FIRE SPECIALIST	HR			27.607	30.153	30.176	30.199	31.725	31.748	31.771	33.374	33.397	33.420	35.099
14025	MO			4,785	5,226	5,230	5,234	5,499	5,503	5,507	5,785	5,789	5,793	6,084
F06	YR			57,424	62,718	62,766	62,814	65,968	66,036	66,084	69,418	69,466	69,514	73,007
FIRE LIEUTENANT	HR					32.583	32.606	34.252	34.275	34.298	36.027	36.050	36.074	37.885
14020	MO					5,648	5,652	5,937	5,941	5,945	6,245	6,249	6,253	6,567
F08	YR					67,772	67,620	71,244	71,292	71,340	74,937	74,985	75,033	78,601
FIRE CÀPTAIN	HR							36.981	37.004	37.027	38.893	38,916	38.939	40.894
13995	MO							6,410	6,414	6,418	6,741	6,745	6,749	7,088
F09	YR							76,921	76,969	77,017	80,897	80,945	80,993	85,059
FIRE BATTALION CHIEF	HR									40.343	42.375	42.398	42.421	44.549
13985 -	MO									6,993	7,345	7,349	7,353	7,722
F10	YR				-					83,913	88,139	88,187	88,235	92,663
FIRE DIVISION CHIEF	HR									43,556	45.748	45.771	45.794	48.091
14015	MO									7,550	7,930	7,934	7,938	8,336
F11	YR									90,596	95,156	95,204	95,252	100,030
FIRE ASSISTANT CHIEF	HR													
10935	MO													· ·
F12	YR													
F12 NOTES:	YR	H & ANNU	AL PAY R	ATES ARE	APPROXI	MATIONS	DUE TO S	TATISTIC	AL ROUND	DING.				
NOTES:	YR MONT GRADE	N	0	D IA S	0	R	5		U	Y	W/ 920	X	Y	707 7 704
NOTES:	YR MONT										W 230 22	X 240 23	250 24	Z- 260 25
NOTES:	YR MONT GRADE	N 14D	0 150	P 150 ¹²	0. 170	R 380	6 190 ka	T 200	U 210	17 220	230	240	250	260
NOTES: PA FIREFIGHTER 14050	YR MONT GRADE VYSTEP YEAR HR MO	N 140 13 32.543 5,841	0 150 14	Р 460 ¶5	Q 470 46 34.227 5,933	R 380 17 34.250 5,937	6 190 18 35.964 6,234	200 19 35.987 6,238	210 20 36.010 6,242	220 21 37.810 6,554	230 22 37.834 6,558	240 23 37,857 6,562	250 24 37.880 6,566	260 25 37.903 6,570
NOTES: PA FIREFIGHTER	YR MONT GRADE (YSTEP) YEAR HR	N 140 13 32.543	0 150 14 32.566	P 150 15 34.204	0 170 16 34.227	R 180 17 34.250	5 190 \$8 35.964	7 200 19 35.987	210 20 36.010	220 21 37.810	230 22 37.834	240 23 37.857	250 24 37.880	260 25 37.903
NOTES: PA FIREFIGHTER 14050	YR MONT GRADE VYSTEP YEAR HR MO	N 140 13 32.543 5,841	0 150 14 32.566 5,645	P 450 15 34.204 5,929	Q 470 46 34.227 5,933	R 180 17 34.250 5,937	6 190 18 35.964 6,234	200 19 35.987 6,238	210 20 36.010 6,242	220 21 37.810 6,554	230 22 37.834 6,558	240 23 37,857 6,562	250 24 37.880 6,566	260 25 37.903 6,570
NOTES: P/ FIREFIGHTER 14050 F02	YR MONT GRADE VSTEP YEAR HR MO YR	N 440 53 32.543 5,841 67,690	0 150 14 32.566 5,645 67,738	P 450 15 34.204 5,929 71,144	0 170 16 34.227 5,933 71,192	R 180 17 34.250 5,937 71,240	5 190 18 35.964 6,234 74,805	7 200 35.987 6,238 74,853	U 210 20 36.010 6,242 74,901	220 21 37.810 6,554 78,646	230 22 37.834 6,558 78,694	240 23 37,857 6,562 78,742	250 324 37.880 6,566 78,790	260 25 37.903 6,570 78,838
NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST	YR MONT GRADE VYSTEP YEAR HR MO YR HR	N 440 45 32.543 5,841 67,690 35.122	D 150 14 32.586 5,645 67,738 35.148	P 450 45 34.204 5,929 71,144 38,912	0 170 16 34.227 5,933 71,192 36.935	R 180 47 34.250 5,937 71,240 36.958	5 190 35.964 6,234 74,805 38.808	7 200 739 35.987 6,238 74,853 38.831	210 20 36.010 6,242 74,901 38.854	220 21 37.810 6,554 78,646 40.797	230 22 37.834 6,558 78,694 40.820	240 23 37,857 6,562 76,742 40,843	250 24 37.880 6,566 78,790 40,866	250 25 37.903 6,570 78,838 40.889
NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025	YR MONT GRADE AVSTEP YEAR HR MO YR HR MO	N 14D 15 32.543 5,841 67,690 35.122 6,088	0 150 14 32.566 5,645 67,738 35,148 6,092	P 150 15 34.204 5,929 71,144 36.912 6,398	2 170 16 34.227 5,933 71,192 36.935 6,402	R 180 17 34.250 5,937 71,240 36.958 6,406	8 190 18 35.964 8,234 74,805 38.808 6,727	7 200 39 35.987 6,238 74,853 38.831 6,731	210 20 36.010 6,242 74,901 38.854 6,735	220 21 37.810 6,554 78,646 40.797 7,071	230 22 37.834 6,558 78,694 40.820 7,075	240 23 37.857 6,562 76,742 40,843 7,079	250 24 37.880 6,566 78,790 40,866 7,083	250 25 37.903 6,570 78,836 40.889 7,087
NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06	YR MONT GRADE AVSTEP YEAR HR MO YR HR MO YR	N 140 13 32.543 5,841 67,690 35.122 6,088 73,055	0 150 14 32.566 5,645 67,738 35,148 6,092 73,103	P 150 15 34.204 5,929 71,144 36,912 6,398 76,778	2 170 16 34.227 5,933 71,192 36.935 6,402 76,826	R 180 47 34.250 5,937 71,240 36.958 6,406 76,874	5 190 18 35.964 6,234 74,805 38.808 6,727 80,720	7 200 19 35.987 6,238 74,853 38.831 6,731 80,768	4/ 210 20 36.010 6.242 74,901 38.854 6,735 80,816	220 21 37.810 6,554 78,646 40.797 7,071 84,857	230 22 37.834 6,558 78,694 40.820 7,075 84,905	240 23 37.857 6,562 76,742 40,843 7,079 84,953	250 324 37.880 6,566 78,790 40,866 7,083 85,001	250 25 37.903 6,570 78,838 40.889 7,087 85,049
NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT	YR MONT GRADE VSTEP YEAR HR MO YR HR MO YR HR	N 140 13 32.543 5,841 67,690 35.122 6,088 73,055 37,908	0 150 14 32,566 5,645 67,738 35,148 6,062 73,103 37,931	P 150 15 34.204 5.829 71,144 36.912 6,398 76,778 39.638	2 170 16 34.227 5,933 71,192 36.935 6,402 76,826 39.861	R 180 17 34.250 5,937 71,240 36.958 6,406 76,874 39.884	5 190 18 35.964 8,234 74,805 38,808 6,727 80,720 41.879	7 200 73 35.987 6,236 74,853 38.831 6,731 80,768 41.902	U 219 20 36.010 6,242 74,901 38.854 6,735 80,816 41.925	¥ 220 21 37.810 6,554 78,646 40.797 7,071 84,857 44.021	230 22 37.834 6,558 78,694 40.820 7,075 84,905 44.045	240 223 37.857 6,562 76,742 40.843 7,079 84,953 44.068	250 22 37.880 6,566 78,790 40,866 7,083 85,001 44.091	250 25 37.903 6,570 78,838 40.889 7,087 85,049 44,114
NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F08 FIRE LIEUTENANT 14020	YR MONT GRADE VSTEP YEAR HR MO YR HR MO YR HR MO	N 440 43 32,543 5,841 67,690 35,122 6,088 73,055 37,908 6,571	0 150 14 32,566 5,645 67,738 35,148 6,092 73,103 37,931 6,575	2 450 45 34.204 5.929 71,144 38.912 6.398 76,778 39.838 6,905	2 170 18 34.227 5,933 71,192 36.935 6,402 76,826 39,861 6,909	R 180 17 34.250 5.937 71,240 36.958 6,406 76,874 39.884 6,913	5 490 35,964 6,234 74,805 38,808 6,727 80,720 41,879 7,259	7 200 13 35.987 6,238 74,853 38.831 6,731 80,766 41.902 7,263	210 220 36.010 6.242 74.901 38.854 6.735 80.816 41.925 7.267	4 220 21 37.810 6,554 78,646 40.797 7,071 34,857 44.021 7,630	230 22 37.834 6,558 78,694 40.820 7,075 84,905 44.045 7,634	240 223 37.857 6,562 76,742 40.843 7,079 84,953 44.068 7,638	250 22 37.880 6,566 78,790 40,866 7,083 85,001 44.091 7,642	250 25 37.903 6,570 78,838 40,889 7,087 85,049 44,114 7,846
NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08	YR MONT GRADE AVSTEP TEAR HR MO YR HR MO YR HR MO YR	N 440 43 32.543 5,841 67,690 35.122 6,068 73,065 37,908 6,571 78,849	0 150 14 32,566 5,645 67,738 35,148 6,062 73,103 37,931 6,575 78,897	9 350 35 34,204 5,929 71,144 38,912 6,398 76,778 39,838 6,905 82,862	2 170 18 34.227 5,933 71,192 36.935 6,402 75,826 39,861 6,909 82,910	R 180 17 34.250 5.937 71,240 36.958 6,406 76,874 39.884 6,913 82,958	5 190 38 35.964 6,234 74,805 38.808 6,727 80,720 41.879 7,259 87,108	200 33 35.987 6,238 74,853 38.831 6,731 80,768 41.902 7,263 87,156	210 20 36.010 6,242 74,901 38.854 6,735 80,816 41.925 7,267 87,204	4 220 23 37,810 6,554 78,646 40,797 7,071 84,857 44,021 7,630 91,565	230 22 37.834 6,558 78,694 40.820 7,075 84,905 44,045 7,634 91,613	240 22 37.857 6,562 76,742 40,843 7,079 84,953 44,963 44,068 7,638 91,661	250 24 37.880 6,566 78,790 40.866 7,083 85,001 44.091 7,642 91,709	250 25 37.903 6,570 78,838 40.889 7,087 85,049 44,114 7,846 91,757
NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN	YR MONT GRADE AVSTEP TEAR HR MO YR HR MO YR HR MO YR HR	N 140 33 32.543 5,841 67,690 35.122 6,068 73,055 37,908 6,571 78,849 40,917	0 180 34 32,566 5,645 67,738 35,148 6,062 73,103 37,931 6,575 78,897 40,940	2 150 15 34.204 5.929 71,144 86.912 6,398 76,778 39,838 6,005 82,862 42,997	2 170 18 34.227 5,933 71,192 36,935 6,402 76,826 39,861 6,909 82,910 43,020	R 380 37 34.250 5,937 71,240 36,958 6,406 76,874 39,884 6,913 82,958 43,043	5 190 190 190 190 190 190 190 190 190 190	200 33 35.987 6,238 74,853 38.831 6,731 80,768 41.902 7,263 67,156 45,219	210 20 36.010 6.242 74,901 38.854 6.735 80,816 41.925 7.267 87,204 45.242	4 220 23 37.810 6.554 78.646 40.797 7.071 84.857 44.021 7.630 91,665 47.504	230 22 37.834 6,558 78,694 40.820 7,075 84,905 44.045 7,634 91,613 47.528	240 22 37.857 6,562 76,742 40,843 7,079 84,953 44,963 44,968 7,638 91,681 47,551	250 24 37.880 6,566 78,790 40.866 7,083 85,001 44.091 7,642 91,709 47.574	260 25 37.903 6,570 78,838 40.889 7,087 85,049 44.114 7,646 91,757 47,697
NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF	YR MONT GRADE VSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR	N 440 43 32.543 5,841 67,690 35.122 6,088 73,055 37,908 6,571 78,849 40,917 7,092 85,107 44,572	0 180 14 32,566 5,645 67,738 35,148 6,062 73,103 37,931 6,575 78,897 40,940 7,096	2 150 15 34.204 5.929 71,144 36.912 6.398 76,778 39.838 6,905 82,862 42.997 7,453	2 170 18 34.227 5,933 71,192 36,935 6,402 76,826 39,851 6,909 82,910 43,020 7,457	R 380 37 34.250 5,937 71,240 36.958 6,406 76,874 39.884 6,913 82,958 43.043 7,461	5 190 190 190 190 190 190 190 190 190 190	7 200 13 35.987 6,238 74,853 38.831 6,731 80,768 41.902 7,263 87,156 45,219 7,838 94,056 94,056	210 210 20 36.010 6.242 74,901 38,854 6,735 80,816 41,925 7,267 87,204 45,242 7,842 94,104 49,273	4 220 21 37.810 6,554 78,646 40.797 7,071 84,857 44.021 7,630 91,665 47,504 8,234 96,809 51,736	230 22 37.834 6,558 78,694 40.820 7,075 84,905 44.045 7,634 91,613 47.628 8,238 96,857 61,759	240 23 37.857 6,562 76,742 40,843 7,079 84,953 44,968 7,638 91,661 47,551 8,242 98,905 51,782	250 23 37.880 6,566 78,790 40.866 7,083 85,001 44.091 7,642 91,709 47.574 8,246 98,953 51.805	250 25 37.903 6,570 78,838 40.889 7,087 85,049 44,114 7,646 91,767 47,697 8,250
NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F08 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09	YR MONT GRADE VSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR	N 140 140 143 32.543 5,841 67,690 35.122 6,088 73,055 37.908 6,571 78,849 40.917 7,092 85,107	0 150 14 32,566 5,645 67,738 35,148 6,092 73,103 37,931 6,575 78,897 40,940 7,096 85,155	2 36 36 34.204 5.929 71,144 38.912 6.398 76,778 39.838 6.905 82,862 42.997 7,453 89,434	2 170 18 34.227 5,933 71,192 36.935 6,402 76,826 39.861 6,909 82,910 43.020 7,457 89,482	R 180 37 34.250 5,937 71,240 36.958 6,406 76,874 39.884 6,913 82,958 43.043 7,461 89,530	5 190 35,964 6,234 74,805 38,808 6,727 80,720 41,879 7,259 87,108 45,196 7,834 94,008	200 33 35.987 6,238 74,853 38.831 6,731 80,768 41,902 7,263 67,156 45,219 7,838 94,056 49,250 8,537	210 210 20 36.010 6,242 74,901 38.854 6,735 80,816 41.925 7,267 87,204 45,242 7,842 94,104 49,273 8,541	4 220 23 37.810 6,554 78,646 40.797 7,071 84,857 44.021 7,630 91,565 47,504 8,234 96,809 51,736 8,968	230 22 37.834 6,558 78,694 40.820 7,075 84,905 44.045 7,634 91,613 47.628 8,238 98,857 61,759 8,972	240 22 37.857 6,562 76,742 40,843 7,079 84,953 44,968 7,638 91,661 47,551 8,242 96,905 51,782 8,976	250 23 37.880 6,566 70,790 40.866 7,083 85,001 44.091 7,642 91,709 47.574 8,246 98,953 51.805 8,980	260 25 37.903 6,570 78,838 40.889 7,087 85,049 44,114 7,646 91,767 8,250 99,001 51.829 8,984
NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF	YR MONT GRADE VSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR	N 440 43 32.543 5,841 67,690 35.122 6,088 73,055 37,908 6,571 78,849 40,917 7,092 85,107 44,572	0 150 14 32,566 5,645 67,738 35,148 6,092 73,103 37,931 6,575 78,897 40,940 7,096 85,155 44,596	2 150 15 15 16 34.204 5.929 71,144 38.912 6.398 76,778 39.838 6,905 82,862 42.997 7,453 89,434 46.835	2 170 18 34.227 5,933 71,192 36.935 6,402 76,826 39.861 6,809 82,910 43.020 7,457 89,482 46.859	R 180 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 46.882	5 190 35,964 6,234 74,805 38,808 6,727 80,720 41,879 7,259 87,108 45,196 7,834 94,008 49,226	7 200 13 35.987 6,238 74,853 38.831 6,731 80,768 41.902 7,263 87,156 45,219 7,838 94,056 94,056	210 210 20 36.010 6,242 74,901 38.854 6,735 80,816 41.925 7,267 87,204 45,242 7,842 94,104 49,273 8,541	4 220 21 37.810 6,554 78,646 40.797 7,071 84,857 44.021 7,630 91,665 47,504 8,234 96,809 51,736	230 22 37.834 6,558 78,694 40.820 7,075 84,905 44.045 7,634 91,613 47.628 8,238 96,857 61,759	240 23 37.857 6,562 76,742 40,843 7,079 84,953 44,968 7,638 91,661 47,551 8,242 98,905 51,782	250 23 37.880 6,566 78,790 40.866 7,083 85,001 44.091 7,642 91,709 47.574 8,246 98,953 51.805	250 25 37.903 6,570 78,838 40.889 7,087 85,049 44.114 7,646 91,767 47,697 8,250 99,001 61.829
NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13965	YR MONT GRADE VSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO	N 440 43 32.543 5,841 67,690 35.122 6,088 73,055 37,908 6,571 78,849 40,917 7,092 85,107 44,572 7,725	0 150 14 32,566 5,645 67,738 35,148 6,092 73,103 37,931 6,575 78,897 40,940 7,096 85,155 44,596 7,730	2 360 362 34.204 5.929 71,144 38.912 6.398 76,778 39.838 6,905 82,862 42.997 7,453 69,434 46.835 8,118	0 170 18 34.227 5,933 71,192 36.935 6,402 76,826 39,861 6,909 82,910 43,020 7,457 89,482 46,859 8,122 97,456 50,578	R 180 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 46.882 8,126 97,514 50.601	5 190 35,964 6,234 74,805 38,808 6,727 80,720 41,879 7,259 87,105 45,196 7,834 94,006 49,226 8,533 102,391 53,131	200 33 35.987 6,238 74,853 38.831 6,731 80,768 41,902 7,263 67,156 45,219 7,838 94,056 49,250 8,537	210 210 20 36.010 6,242 74,901 38,854 6,735 80,816 41,925 7,267 87,204 45,242 7,842 94,104 49,273 8,541 102,487 53,177	4 220 23 37.810 6,554 78,646 40.797 7,071 84,857 44.021 7,630 91,565 47,504 8,234 96,809 51,736 8,968	230 22 37.834 6,558 78,694 40.820 7,075 84,905 44.045 7,634 91,613 47.628 8,238 98,857 61,759 8,972	240 22 37.857 6,562 76,742 40,843 7,079 84,953 44,968 7,638 91,661 47,551 8,242 96,905 51,782 8,976	250 23 37.880 6,566 70,790 40.866 7,083 85,001 44.091 7,642 91,709 47.574 8,246 98,953 51.805 8,980	260 25 37.903 6,570 78,838 40.889 7,087 85,049 44,114 7,646 91,767 8,250 99,001 51.829 8,984
NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13965 F10 FIRE DIVISION CHIEF 14015	YR MONT GRADE VSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR YR YR	N 140 133 32.543 5,841 67,690 35.122 6,088 73,065 37,908 6,571 78,849 40,917 7,092 85,107 44,572 7,726 92,711	D 150 34 32,566 5,645 67,738 35,148 6,092 73,103 37,931 6,575 78,897 40,940 7,096 85,155 44,596 7,730 92,759	2 360 15 34.204 5.929 71,144 36.912 6.398 76,778 39.838 6,005 82,862 42.997 7,453 89,434 46.835 8,118 97,418	0 170 18 34.227 5,933 71,192 36.935 6,402 76,826 39,861 6,909 82,910 43,020 7,457 89,482 46,859 8,122 97,466 50,678 8,767	R 180 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 46.882 8,126 97,514 50.601 8,771	5 190 35,964 6,234 74,805 38,808 6,727 80,720 41,879 7,259 87,108 45,196 7,834 94,008 49,226 8,533 102,391 53,131 9,209	200 35,987 6,236 74,853 38,831 6,731 80,768 41,902 7,263 87,156 45,219 7,838 94,056 49,250 8,537 102,438 53,154 9,213	210 210 20 36.010 6,242 74,901 38,854 6,735 80,816 41.925 7,267 87,204 45,242 7,842 94,104 49,273 8,541 102,487 53,177 9,217	220 221 37.810 6.554 78,646 40.797 7.071 34,857 44.021 7.630 91,565 47.504 8,234 96,809 51,736 8,968 107,611 55,836 9,678	230 22 37.834 6,558 78,694 40.820 7,075 84,905 44.045 7,634 91,613 47,628 8,238 98,857 51,759 8,972 107,659 55,659 9,682	240 23 37.857 6.562 76,742 40.843 7,079 84,953 44.068 7,638 91,661 47,651 8,242 96,905 51,782 8,976 107,707 55.883 9,686	250 23 37.880 6,566 78,790 40.866 7,083 85,001 44.091 7,642 91,709 47,674 8,246 98,953 61.805 8,980 107,755 55,906 9,690	250 25 37.903 6,570 78,838 40.889 7,087 85,049 44.114 7,646 91,757 47,697 8,250 99,001 51.829 8,984 107,803 65,929 9,694
NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13985 F10 FIRE DIVISION CHIEF	YR MONT GRADE VSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR	N 140 13 32.543 5,841 67,690 35.122 6,088 73,055 37.908 6,571 78,849 40.917 7,092 85,107 44,572 7,725 92,711 48,114	0 150 14 32,566 5,645 67,738 35,148 6,092 73,103 37,931 6,575 78,897 40,940 7,096 85,155 44,596 7,730 92,759 48,137	2 360 350 34.204 5.929 71,144 38.912 6.398 76,778 39.838 6.905 82,862 42.997 7,453 89,434 46.835 8,118 97,418 50.555	0 170 18 34.227 5,933 71,192 36.935 6,402 76,826 39,861 6,909 82,910 43,020 7,457 89,482 46,859 8,122 97,456 50,578	R 180 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 46.882 8,126 97,514 50.601	5 190 35,964 6,234 74,805 38,808 6,727 80,720 41,879 7,259 87,105 45,196 7,834 94,006 49,226 8,533 102,391 53,131	200 35,987 6,236 74,853 38,831 6,731 80,768 41,902 7,263 87,156 45,219 7,838 94,056 49,250 8,537 102,438 53,154 9,213	210 210 20 36.010 6,242 74,901 38,854 6,735 80,816 41,925 7,267 87,204 45,242 7,842 94,104 49,273 8,541 102,487 53,177	4 220 21 37.810 6.554 78,646 40.797 7.071 84,857 44.021 7.630 91,565 47,504 8,234 96,809 51,736 8,968 107,611 55,836	230 22 37.834 6,558 78,694 40.820 7,075 84,905 44.045 7,634 91,613 47,628 8,238 98,857 61,759 8,972 107,659 55.859	240 23 37.857 6,562 76,742 40.843 7,079 84,953 44,068 7,638 91,661 47,651 8,242 98,905 51,782 8,976 107,707 55,883	250 23 37.880 6,566 78,790 40.866 7,083 85,001 44.091 7,642 91,709 47.574 8,246 98,953 61.805 8,980 107,755 55,906	250 25 37.903 6,570 78,838 40.889 7,087 85,049 44,114 7,646 91,767 47,697 8,250 99,001 51.829 8,984 107,803 65,929
NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13965 F10 FIRE DIVISION CHIEF 14015	YR MONT GRADE VSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO	N 14D 14D 14D 14D 14D 14D 14D 14D	0 150 14 32,566 5,645 67,738 35,148 6,092 73,103 37,931 6,575 78,897 40,940 7,096 85,155 44,596 7,730 92,759 48,137 8,344	2 360 350 34.204 5.929 71,144 38.912 6.398 76,778 39.838 6.905 82,862 42.997 7,453 89,434 46.835 8,118 97,418 50.555 8,763	0 170 18 34.227 5,933 71,192 36.935 6,402 76,826 39,861 6,909 82,910 43,020 7,457 89,482 46,859 8,122 97,466 50,678 8,767	R 180 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 46.882 8,126 97,514 50.601 8,771	5 190 35,964 6,234 74,805 38,808 6,727 80,720 41,879 7,259 87,108 45,196 7,834 94,008 49,226 8,533 102,391 53,131 9,209	200 35,987 6,236 74,853 38,831 6,731 80,768 41,902 7,263 87,156 45,219 7,838 94,056 49,250 8,537 102,438 53,154 9,213	210 210 20 36.010 6,242 74,901 38,854 6,735 80,816 41.925 7,267 87,204 45,242 7,842 94,104 49,273 8,541 102,487 53,177 9,217	220 221 37.810 6.554 78,646 40.797 7.071 34,857 44.021 7.630 91,565 47.504 8,234 96,809 51,736 8,968 107,611 55,836 9,678	230 22 37.834 6,558 78,694 40.820 7,075 84,905 44.045 7,634 91,613 47,628 8,238 98,857 51,759 8,972 107,659 55,659 9,682	240 23 37.857 6,562 76,742 40,843 7,079 84,953 44,068 7,638 91,661 47,651 8,242 96,905 51,782 8,976 107,707 55,883 9,686	250 23 37.880 6,566 78,790 40.866 7,083 85,001 44.091 7,642 91,709 47,674 8,246 98,953 61.805 8,980 107,755 55,906 9,690	250 25 37.903 6,570 78,838 40.889 7,087 85,049 44.114 7,646 91,757 47,697 8,250 99,001 51.829 8,964 107,803 55.929 9,694 116,332
NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13965 F10 FIRE DIVISION CHIEF 14015 F11	YR MONT GRADE 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 HR MO YR	N 14D 14D 14D 14D 14D 14D 14D 14D	0 150 14 32,566 5,645 67,738 35,148 6,092 73,103 37,931 6,575 78,897 40,940 7,096 85,155 44,596 7,730 92,759 48,137 8,344	2 360 350 34.204 5.929 71,144 38.912 6.398 76,778 39.838 6.905 82,862 42.997 7,453 89,434 46.835 8,118 97,418 50.555 8,763	0 170 18 34.227 5,933 71,192 36.935 6,402 76,826 39,861 6,909 82,910 43,020 7,457 89,482 46,859 8,122 97,466 50,678 8,767	R 180 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 46.882 8,126 97,514 50.601 8,771	5 190 35 35,964 6,234 74,805 38,808 6,727 80,720 41,879 7,259 87,108 45,196 7,834 94,008 49,226 8,533 102,391 53,131 9,209 110,513	7 200 13 35,987 6,238 74,853 38,831 6,731 80,768 41,902 7,263 87,156 45,219 7,838 94,056 49,250 8,537 102,439 53,154 9,213 110,561	210 210 20 36.010 6.242 74,901 38.854 6.735 80,816 41.925 7.267 87,204 45.242 7.842 94,104 49.273 8,541 102,487 53.177 9,217 110,609	4 220 21 37.810 6,554 78,646 40.797 7,071 84,857 44.021 7,630 91,565 47,504 8,234 98,809 51,736 8,968 107,611 55,836 9,678 116,140	230 22 37.834 6,558 78,694 40.820 7,075 84,905 44.045 7,634 91,613 47.628 8,238 98,857 61,759 6,972 107,859 55,659 9,682 116,188	240 23 37.857 6,562 76,742 40,843 7,079 84,953 44,953 44,968 7,638 91,681 47,551 8,242 96,905 51,782 8,976 107,707 55,883 9,686 116,236	250 23 37.880 6,566 78,790 40.866 7,083 85,001 44.091 7,642 91,709 47.574 8,246 98,953 51.805 8,980 107,755 55,906 9,690 116,284	250 25 37.903 6,570 78,838 40.889 7,087 85,049 44.114 7,646 91,757 47,697 8,250 99,001 51.829 8,984 107,803 65,929 9,694

Rank Differentials: (All 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, 18 & 21 year and 9.15% increase at 3 year

APPENDIX A-3, pg 1

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

53 Hour Week (With Longevity)

	GRADE	A	the B ear	Sec. 6	and Distance	动的 医组织的	510 SHE	G			3 6 9	K asa te	1.00	
	AYSTEP	- 10	20	30	40	50	60	70	80	ĐO	100	110	120	330
	YEAR	BASE		2	3		5	6	1. 1 7 (1) 1	.	9	10	.	12
FIREFIGHTER	HR	16.333	17.768	19,295	21.075	21.092	21.110	22.178	22,195	22.212	23.334	23.351	23.369	24.543
14050	MO	3,751	4,081	4,431	4,840	4,844	4,848	5,093	5,097	5,101	5,369	5,363	5,367	5,637
F02	YR	45,014	48,968	53,177	58,063	58,131	58,179	61,121	61,169	61,217	64,306	64,356	64,404	67 642
FIRE SPECIALIST	HR			20.836	22.757	22.774	22.792	23.943	23,961	23.978	25,188	25.205	25.223	26.490
14025	MO			4,785	5,226	5,230	5,234	5,499	5,503	5.507	5,785	5,789	5,793	6,084
F06	YR			57,424	62,718	62,766	62,614	65,958	66,036	66,084	69,418	69,466	69,614	73,007
FIRE LIEUTENANT	HR					24.591	24,608	25.851	25.868	25.885	27,191	27,208	27.225	28.593
14020	MO					5,648	5,652	5,937	5,941	5,945	6,245	6,249	6,253	6,567
F08	YR					67.772	67,820	71,244	71,292	71,340	74,937	74,985	75,033	78,801
FIRE CAPTAIN	HR							27.910	27.928	27.945	29.353	29.371	29.388	30,863
13995	MO							6,410	6,414	6,418	6,741	8,745	6,749	7,088
F09	YR							76,921	76,969	77,017	80,897	80,945	80,993	85,059
FIRE BATTALION CHIEF	HR									30.448	31.981	31.998	32.016	33.622
13965	MO									6,993	7,345	7,349	7,353	7,722
F10	YR									83,913	88,139	88.187	88,235	92,663
. •														
FIRE DIVISION CHIEF	HR									32.872	34.527	34.544	34.562	36.295
14015	MO									7,550	7,930	7,934	7,938	8,336
F11	YR									90,596	95,156	95,204	95,252	100,030
FIRE ASSISTANT CHIEF	HR		- '											
							•							
10935	MO													
10935 F12	MO YR													
	YR	TH & ANN	UAL PAY	RATES	ARE APP	ROXIMAT	TIONS DL	E TO ST	ATISTICA		DING.			
F12	YR	TH & ANN	UAL PAY	RATES	ARE APP	ROXIMAT	TIONS DL	IE TO ST	ATISTICA	L ROUNI	DING.			
F12 NOTES:	YR	TH & ANN	UAL PAY	' RATES /	ARE APP	ROXIMAT	TIONS DL	IE TO ST	ATISTICA	L ROUNI	DING.			- Z
F12 NOTES:	YR MON									. <u> </u>		X 240	250	Z 260.
F12 NOTES:	YR MON GRADE	S.N.S.	Ð	P	9	. .	6	T	U	- y	W	1	1	21. AL
F12 NOTES:	YR MON GRADE AYSTEP	N 540	0 150	р 160	0 110	R 980	6 190	T 200	1Ú 210	¥ 220	W. 230	240	250 24 28.588	260 -
F12 NOTES: P	YR MON GRADE (YSTEP YEAR	N 540 13	0 150 14	р 160 15	9 976 46	R 180 17	6 190 48	т 200 Яб	U 210 20	y 220 21	W 230 22	240 23	250 24	260 25
F12 NOTES: P/ FIREFIGHTER	YR MON GRADE AYSTEP YEAR HR	N 540 13 24.561	0 150 14 24.578	P 150 15 25.814	970 16 25.832	R 180 17 25.849	5 190 18 27.143	T 200 19 27.160	U 210 20 27.177	y 220 21 28.536	W 230 22 28.554	240 23 28.571	250 24 28.588	260 25 28,606
F12 NOTES: FIREFIGHTER 14050 F02	YR MON GRADE AYSTEP YEAR HR MO YR	N 440 13 24.581 5,641 87,690	0 450 14 24.578 5,645 67,738	P 160 15 25.814 8,929 71,144	C 16 25.832 6,933 71,192	R 180 17 25.849 5,937 71,240	6 490 48 27.143 6,234 74,805	7 200 115 27.160 6,238 74,853	1 210 20 27.177 6,242 74,901	220 23 28,536 6,554 78,648	W 230 22 28.554 6,558 78,694	240 23 28.571 6,562 78,742	250 24 28.588 6,566 78,790	260 25 28,606 6,570 78,838
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST	YR MON GRADE AYSTEP YEAR HR MO YR HR	N 440 13 24.581 5,641 67,690 26.508	0 150 14 24.578 5,645 67,738 26,525	P 150 15 25.814 8,929 71,144 27,856	C 570 16 25.832 5,933 71,192 27.876	R 180 (7 25.849 5,937 71,240 27.893	6 190 12 27.143 6,234 74,805 29.289	200 19 27.160 6.238 74,853 29.306	U 210 20 27.177 6,242 74,901 29.324	220 23 28,536 6,554 78,648 30,790	W 230 22 28.554 6,558 78,694 30.807	240 23 28.571 6,562 78,742 30.825	250 24 28.588 6,566 78,790 30,842	260 25 28,606 6,570 78,838 30,860
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025	YR MON GRADE AYSTEP YEAR HR MO YR HR MO	N 540 43 24.581 5,641 87,690 26,508 6,088	0 450 44 24.578 5,645 67,738 26.525 6,092	P 150 15 25.814 8,929 71,144 27.856 6,398	25.832 5,833 71,192 27.876 6,402	R 180 17 25.649 5,937 71,240 27.893 6,406	5 190 18 27.143 6,234 74,805 29.289 6,727	T 200 19 27.160 6,238 74,853 29,306 6,731	4 210 20 27.177 6,242 74,901 29.324 6,735	y 220 21 28.536 6,554 78,648 30.790 7,071	W 230 22 28.554 6,558 78,694 30.807 7,075	240 23 28.571 6,562 78,742 30.825 7,079	250 23 28.588 6,566 78,790 30.842 7,083	250 25 28,606 6,570 78,838 30,860 7,087
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST	YR MON GRADE AYSTEP YEAR HR MO YR HR	N 440 13 24.581 5,641 67,690 26.508	0 150 14 24.578 5,645 67,738 26,525	P 150 15 25.814 8,929 71,144 27,856	C 570 16 25.832 5,933 71,192 27.876	R 180 (7 25.849 5,937 71,240 27.893	6 190 12 27.143 6,234 74,805 29.289	200 19 27.160 6.238 74,853 29.306	U 210 20 27.177 6,242 74,901 29.324	220 23 28,536 6,554 78,648 30,790	W 230 22 28.554 6,558 78,694 30.807	240 23 28.571 6,562 78,742 30.825	250 24 28.588 6,566 78,790 30,842	260 25 28,606 6,570 78,838 30,860
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025	YR MON GRADE AYSTEP YEAR HR MO YR HR MO	N 540 43 24.581 5,641 87,690 26,508 6,088	0 450 44 24.578 5,645 67,738 26.525 6,092	P 150 15 25.814 8,929 71,144 27.856 6,398	25.832 5,833 71,192 27.876 6,402	R 180 17 25.649 5,937 71,240 27.893 6,406	5 190 18 27.143 6,234 74,805 29.289 6,727	T 200 19 27.160 6,238 74,853 29,306 6,731	4 210 20 27.177 6,242 74,901 29.324 6,735	y 220 21 28.536 6,554 78,648 30.790 7,071	W 230 22 28.554 6,558 78,694 30.807 7,075	240 23 28.571 6,562 78,742 30.825 7,079	250 23 28.588 6,566 78,790 30.842 7,083	250 25 28,606 6,570 78,838 30,860 7,087
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06	YR MON GRADE AYSTEP YEAR HR MO YR HR MO YR	N 540 13 24.581 5,641 87,690 26,508 6,088 73,055	0 150 14 24.578 5,645 67,738 26.525 6,092 73,103	P 15 25.814 6,929 71,144 27,856 6,398 76,778	25.832 5,933 71,192 27.876 6,402 76,826	8 380 47 25.849 5,937 71,240 27.893 6,406 76,874	6 490 48 27,143 6,234 74,805 29,289 6,727 80,720	T 200 19 27.160 6,238 74,853 29,306 6,731 80,768	15 210 20 27.177 6,242 74,901 29,324 6,735 80,816	220 21 28.536 6,554 78,646 30.790 7,071 84,857	W 230 22 28.554 6,558 78,694 30.807 7,075 84,905	240 23 28.571 6,562 78,742 30.825 7,079 84,953	250 23 28.588 6,566 78,790 30,842 7,083 85,001	250 25 28,606 6,570 78,838 30,860 7,087 85,049
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT	YR MON GRADE CYSTEP YEAR HR MO YR HR MO YR HR	N \$40 12 24.581 5,641 87,690 26,508 6,088 73,055 28,610	0 450 44 24.578 5,645 67,738 26.525 6,092 73,103 28.627	25.814 5.929 71,144 27,856 6,398 76,778 30.066	0 576 76 25.832 5,833 71,192 27.876 6,402 76,826 30.064	R 430 47 25.849 5,937 71,240 27.893 6,406 76,874 30.101	5 490 49 27.143 6,234 74,805 29.289 6,727 80,720 31.607	7. 200 49 27.160 6,238 74,853 29,306 6,731 80,765 31,624	U 210 20 27.177 6,242 74,901 29.324 6,735 80,816 31.642	y 220 21 28.536 6,554 78,646 30,790 7,071 84,857 33.224	W 230 22 28.554 6,558 78,694 30.807 7,075 84,905 33.241	240 23 28.571 6,562 78,742 30.825 7,079 84,953 33.259	250 23 28.588 6,566 78,790 30,842 7,083 85,001 33.276	250 25 28,606 6,570 78,835 30,860 7,087 85,049 33,293
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F08 FIRE LIEUTENANT 14020 F08	YR MON GRADE AYSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR	N 340 43 24.581 5,641 67,690 26,508 6,088 73,055 28,610 6,571 78,849	0 450 54 24.578 5,645 67,738 26.525 6,092 73,103 28,627 6,575 78,897	9 480 48 5 5.814 5,929 71,144 27,856 6,398 76,778 30,066 6,905 82,862	25.832 5.832 71,192 27.876 6.402 76.828 30.084 6.909 82,910	130 130 17 25.849 5.937 71,240 27.893 6.406 76,874 30.101 6.913 82,958	6 890 48 27,143 6,234 74,805 29,289 6,727 80,720 31,607 7,259 87,108	T 200 49 27.160 6.238 74,853 29.306 6.731 80,768 31,624 7,263 87,156	U 210 20 27.177 6,242 74.901 29.324 6,735 80,816 31.642 7,267 87,204	y 220 21 28,536 6,554 78,646 30,790 7,071 84,857 33,224 7,830 91,565	W 230 22 28.554 6,558 78,694 30.807 7,075 84,905 33.241 7,634 91,613	240 23 28.571 8,562 78,742 30.825 7,079 84,953 33.259 7,638 91,661	250 24 28.588 6,566 78,790 30,842 7,083 85,001 33,276 7,642 91,709	260 25 28,606 6,570 78,838 30,860 7,087 85,049 33,293 7,646 91,757
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN	YR MON GRADE AYSTEP YEAR HR MO YR HR MO YR HR MO YR HR	N 540 13 24.561 5,641 67,690 26.508 6,088 73,055 28.610 6,571 78,849 30.881	0 450 44 24.578 5,645 67,738 26.525 6,092 73,103 28.627 6,575 78,897 30.898	P 150 15 25.814 6,929 71,144 27.856 6,398 76,778 30.066 6,905 82,862 32,450	25.832 5,833 71,192 27.876 6,402 78,826 30.084 6,909 52,910 32,468	120 120 17 25.849 5,937 71,240 27.893 6,406 76,874 30.101 6,913 82,958 32,485	5 490 49 27,143 6,234 74,805 29,289 6,727 80,720 31,607 7,259 87,108 34,110	T 200 49 27,160 6,238 74,853 29,306 6,731 80,765 31,624 7,263 87,156 34,128	U 210 20 27.177 6,242 74,901 29.324 6,735 80,816 31.642 7,267 87,204 34.145	y 220 23 28,536 6,554 78,646 30,790 7,071 84,857 33,224 7,630 91,565 35,852	W. 230 22 28.554 6,558 78,694 30.807 7,075 84,905 33.241 7,634 91,613 35.870	240 23 28.571 8.562 78,742 30.825 7.079 84,953 33.259 7.638 91,661 35.887	250 28 28.588 6,566 78,790 30,842 7,083 85,001 33.276 7,642 91,709 35,905	260 25 28,606 6,570 78,838 30,860 7,087 85,049 33,293 7,646 91,757 35,922
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995	YR MON GRADE (YSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO	N 540 13 24.561 5,641 67,690 26,508 6,088 73,055 28.610 6,571 78,849 30,881 7,092	0 450 44 24.578 5,645 67,738 26.525 6,092 73,103 28.627 6,575 78,897 30.898 7,096	P 150 15 25.814 6,929 71,144 27,856 6,398 76,778 30,066 6,905 82,862 32,450 7,453	25.832 5,833 71,192 27.876 6,402 76,828 30.064 6,909 62,910 32,468 7,457	125.849 5,937 71,240 27.893 6,406 76,874 30.101 6,913 82,958 32,485 7,461	5 490 49 27,143 6,234 74,805 29,289 6,727 80,720 31,607 7,259 87,108 34,110 7,834	7,160 6,236 74,853 29,306 6,731 80,765 31,624 7,263 87,156 34,128 7,838	U 210 20 27.177 6,242 74,901 29.324 6,735 80,816 31.642 7,267 87,204 34.145 7,842	y 220 23 28,536 6,554 78,646 30,790 7,071 84,857 33,224 7,630 91,565 35,852 8,234	W. 230 22 28.554 6,558 6,554 6,558 30.807 7,075 84,905 33.241 7,634 91,613 35.870 8,236	240 23 28.571 6.562 78.742 30.825 7.079 84.953 33.259 7.638 91,661 35.887 8.242	250, 24 28,588 6,566 78,790 30,842 7,083 85,001 33,276 7,642 91,709 35,905 8,246	260 25,606 6,570 78,638 30,860 7,087 85,049 33,293 7,646 91,757 35,922 8,250
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN	YR MON GRADE AYSTEP YEAR HR MO YR HR MO YR HR MO YR HR	N 540 13 24.561 5,641 67,690 26.508 6,088 73,055 28.610 6,571 78,849 30.881	0 450 44 24.578 5,645 67,738 26.525 6,092 73,103 28.627 6,575 78,897 30.898	P 150 15 25.814 6,929 71,144 27.856 6,398 76,778 30.066 6,905 82,862 32,450	25.832 5,833 71,192 27.876 6,402 78,826 30.084 6,909 52,910 32,468	120 120 17 25.849 5,937 71,240 27.893 6,406 76,874 30.101 6,913 82,958 32,485	5 490 49 27,143 6,234 74,805 29,289 6,727 80,720 31,607 7,259 87,108 34,110	T 200 49 27,160 6,238 74,853 29,306 6,731 80,765 31,624 7,263 87,156 34,128	U 210 20 27.177 6,242 74,901 29.324 6,735 80,816 31.642 7,267 87,204 34.145	y 220 23 28,536 6,554 78,646 30,790 7,071 84,857 33,224 7,630 91,565 35,852	W. 230 22 28.554 6,558 78,694 30.807 7,075 84,905 33.241 7,634 91,613 35.870	240 23 28.571 8.562 78,742 30.825 7.079 84,953 33.259 7.638 91,661 35.887	250 24 28.588 6,566 78,790 30,842 7,083 85,001 33.276 7,642 91,709 35,905	260 25 28,606 6,570 78,838 30,860 7,087 85,049 33,293 7,646 91,757 35,922
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995	YR MON GRADE (YSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO	N 540 13 24.561 5,641 67,690 26,508 6,088 73,055 28.610 6,571 78,849 30,881 7,092	0 450 44 24.578 5,645 67,738 26.525 6,092 73,103 28.627 6,575 78,897 30.898 7,096	P 150 15 25.814 6,929 71,144 27,856 6,398 76,778 30,066 6,905 82,862 32,450 7,453	25.832 5,833 71,192 27.876 6,402 76,828 30.064 6,909 62,910 32,468 7,457	125.849 5,937 71,240 27.893 6,406 76,874 30.101 6,913 82,958 32,485 7,461	5 490 49 27,143 6,234 74,805 29,289 6,727 80,720 31,607 7,259 87,108 34,110 7,834	7,160 6,236 74,853 29,306 6,731 80,765 31,624 7,263 87,156 34,128 7,838	U 210 20 27.177 6,242 74,901 29.324 6,735 80,816 31.642 7,267 87,204 34.145 7,842	y 220 23 28,536 6,554 78,646 30,790 7,071 84,857 33,224 7,630 91,565 35,852 8,234	W. 230 22 28.554 6,558 6,554 6,558 30.807 7,075 84,905 33.241 7,634 91,613 35.870 8,236	240 23 28.571 6.562 78.742 30.825 7.079 84.953 33.259 7.638 91,661 35.887 8.242	250, 24 28,588 6,566 78,790 30,842 7,083 85,001 33,276 7,642 91,709 35,905 8,246	260 25,606 6,570 78,638 30,860 7,087 85,049 33,293 7,646 91,757 35,922 8,250
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF	YR MON GRADE CYSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR	N 440 13 24.581 5,641 87,690 28,508 6,088 73,055 28,610 6,571 78,849 30,881 7,092 85,107	0 450 14 24.578 5,645 67,738 26.525 6,092 73,103 28.627 6,575 78,897 30.898 7,096 85,155	P 460 15 25,814 5,929 71,144 27,856 6,398 76,778 30,066 6,905 82,862 32,450 7,453 89,434	0 15 25.832 5.833 71,192 27.876 6.402 76,826 30.064 6.909 82,910 32,468 7,457 89,482	R 180 17 25.849 5,937 71,240 27.893 6,406 76,874 30.101 6,913 82,958 32,485 7,461 89,530	5 890 12 27,143 6,234 74,805 29,289 6,727 80,720 31,607 7,259 87,108 34,110 7,634 94,008	T 200 15 27,160 6,238 74,853 29,306 6,731 80,765 31,624 7,263 87,156 34,128 7,838 84,056	4 210 20 27.177 6,242 74.901 29.324 6,735 80,816 31.642 7,267 87,204 34.145 7,642 94,104	y 220 21 28,536 6,554 78,646 30,790 7,071 84,857 33,224 7,830 91,565 35,852 8,234 96,809	W 230 22 28.554 6,558 78,694 30.807 7,075 84,905 33.241 7,634 91,613 35.870 8,236 96,857	240 23 28.571 8,562 78,742 30.825 7,079 84,953 33.259 7,638 91,661 35,887 8,242 98,805 39,081 8,976	250 24 28,588 6,566 78,790 30,842 7,083 85,001 33,276 7,642 91,709 35,905 8,246 98,953 39,098 8,980	260 25 28,606 6,570 76,638 30,860 7,087 85,049 33,293 7,646 91,757 35,922 8,250 99,001
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF	YR MON GRADE AYSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR	N 140 13 24.581 5,641 87,690 28.508 6,088 73,055 28.610 6,571 78,849 30.881 7,092 85,107 33.640	0 450 54 24.578 5,645 67,738 26,525 6,092 73,103 28,627 6,575 78,897 30,898 7,096 85,155 33,657	P 450 450 45 5,814 5,929 71,144 27,856 6,398 76,778 30,066 6,905 82,862 32,450 7,453 89,434 35,348	C 476 16 25.832 5.833 71,192 27.876 6.402 76,826 30.084 6.909 82,910 32,468 7.457 89,462 35,365	R 180 17 25.849 5,937 71,240 27.893 6,406 76,874 30.101 6,913 82,956 32,485 7,461 89,630 35,382	6 990 38 27.143 6.234 74,805 29.289 6,727 80,720 31.607 7,259 87,108 34.110 7,834 94,008 37.152	T 200 19 27.160 6.238 74.853 29.306 6.731 80.765 31.624 7,263 87,156 34.128 7,838 84,056 37,169	4 210 20 27.177 6,242 74,901 29.324 6,735 80,816 31.642 7,267 87,204 34,145 7,842 94,104 37,187	y 220 21 28,536 6,554 78,646 30,790 7,071 84,857 33,224 7,830 91,565 35,852 8,234 96,809 39,046	W 230 22 28.554 6,558 78,694 30.807 7,075 84,805 33.241 7,634 91,613 35.670 8,238 96,857 39.064 8,972	240 23 28.571 8,562 78,742 30.825 7,079 84,953 33.259 7,638 81,661 35,887 8,242 98,905 39,081	250 24 28.588 6,566 78,790 30.842 7,083 85,001 33.276 7,642 91,709 35,905 8,246 98,953 39,098	260 25 28,606 6,570 76,638 30,860 7,087 85,049 33,293 7,646 91,757 35,922 8,250 99,001 39,116
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F06 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13985 F10	YR MON GRADE VYSTEP 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 HR	N 340 43 24.581 5,641 67,690 26,508 6,088 73,055 28,610 6,571 78,849 30,881 7,092 85,107 33,640 7,726 92,711	0 450 44 24.578 5,645 67,738 26.525 6,092 73,103 28.627 6,575 78,897 30.898 7,086 85,155 33,657 7,730 92,759	P 4E0 4E 25.814 5,929 71,144 27,856 6,398 76,778 30,066 6,905 82,862 32,450 7,453 89,434 35,348 8,118 97,418	25.832 5.832 5.833 71,192 27.876 6.402 78.826 30.084 6.909 82,910 32.468 7.457 89,482 35.365 8,122 97,486	8 180 17 25.849 5,937 71,240 27.893 6,406 76,874 30.101 6,913 82,958 32,485 7,461 89,530 35,382 6,126 97,514	5 190 12 27,143 6,234 74,805 29,289 6,727 80,720 31,607 7,259 87,108 34,110 7,834 94,008 37,152 8,533 102,391	T 200 49 27,160 6,238 74,853 29,306 6,731 80,765 31,824 7,263 87,156 34,128 7,838 94,056 37,169 8,537 102,439	4 210 20 27.177 6,242 74,901 29.324 6,735 80,816 31.642 7,267 87,204 34.145 7,642 94,104 37.187 8,541 102,487	y 220 23 28,536 6,554 78,646 30,790 7,071 84,857 33,224 7,830 91,565 35,852 8,234 98,809 39,046 8,968 107,611	W 230 22 28.554 6,558 78,694 30.807 7,075 84,905 33.241 7,634 91,613 35.870 8,238 98,857 39,064 8,972 107,659	240 23 28.571 6.562 78.742 30.825 7.079 84.953 33.259 7.638 91.661 35.887 6.242 98.905 39.081 8.976 107.707	250 24 28,588 6,566 78,790 30,842 7,083 85,001 33,276 7,642 91,709 35,905 8,246 98,953 39,098 8,980 107,755	260 25,606 6,570 76,638 30,860 7,087 85,049 33,293 7,646 91,757 35,922 8,250 99,001 39,116 8,984 107,803
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13985 F10 FIRE DIVISION CHIEF	YR MON GRADE AYSTEP TEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR	N \$40 12 24.581 5,641 67,690 26,508 6,088 73,055 28.610 6,571 78,849 30,881 7,092 85,107 33,840 7,726 92,711 36,313	0 450 14 24.578 5,645 67,738 26.525 6,092 73,103 28.627 6,575 78,897 30,898 7,096 85,155 33,657 7,730 92,759 36,330	P 4E0 15 25.814 5,929 71,144 27.856 6,398 76,778 30.066 6,905 82,862 32,450 7,453 89,434 35,348 8,118 97,418 38,164	C 576 15 25.832 5.833 71,192 27.876 6.402 76,828 30.084 6.909 82,910 32,468 7,457 89,482 35,365 8,122 97,466 38,172	R 350 17 25.849 5,937 71,240 27.893 6,406 76,874 30.101 6,913 82,958 32,485 7,461 89,530 35.382 8,126 97,514 38,189	5 890 12 27,143 6,234 74,805 29,289 6,727 80,720 31.607 7,259 87,108 34,110 7,834 94,008 37,152 8,533 102,391 40,089	T 200 19 27.160 6,238 74,853 29,306 6,731 80,765 31.624 7,263 87,156 34,128 7,838 94,056 37,169 8,537 102,439 40,117	4 210 20 27.177 6,242 74,901 29.324 6,735 80,816 31.642 7,267 87,204 34.145 7,642 94,104 37.187 8,541 102,487 40.134	y 220 21 28.536 6,554 78,646 30.790 7,071 84,857 33.224 7,830 91,565 35,852 8,234 98,809 39,046 8,968 107,611 42,141	W 230 22 28.554 6,558 78,694 30.807 7,075 84,905 33.241 7,634 91,813 35.670 8,238 98,857 39.064 8,972 107,659 42.158	240 23 28.571 6.562 78,742 30.825 7,079 84,953 33.259 7,638 81,661 35,887 8,242 98,805 39,081 8,976 107,707 42,175	250 24 28,588 6,566 78,790 30,842 7,083 85,001 33,276 7,642 91,709 35,905 8,246 98,953 39,098 8,980 107,755 42,193	260 25,606 6,570 76,638 30,860 7,087 85,049 33,293 7,646 91,757 35,922 8,250 99,001 39,116 8,984 107,803 42,210
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F06 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13985 F10 FIRE DIVISION CHIEF 14015	YR MON GRADE CYSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO	N 440 13 24.581 5,641 87,690 28,508 6,088 73,055 28,610 6,571 78,849 30,881 7,092 85,107 33,640 7,726 92,711 36,313 8,340	0 450 14 24.578 5,645 57,738 26.525 6,092 73,103 28.627 6,575 78,897 30.898 7,086 85,155 33,657 7,730 92,759 36,330 8,344	P 460 15 25.814 8,929 71,144 27.856 6,398 76,778 30.066 6,905 82,862 32,450 7,453 89,434 35,348 8,118 97,418 38,154 8,763	C 376 376 375 375 371,192 27.876 6,402 76,826 30.064 6,909 82,910 32,468 7,457 89,452 35,365 8,122 97,466 38,172 8,767	R 380 17 25.849 5,937 71,240 27.893 6,406 76,874 30.101 6,913 82,958 32,485 7,461 89,530 35,382 8,126 97,514 38,189 8,771	5 890 89 27,143 6,234 74,805 29,289 6,727 80,720 31,607 7,259 87,108 34,110 7,834 94,008 37,152 8,533 102,391 40,089 9,209	T 200 19 27,160 6,238 74,853 29,306 6,731 80,765 31,624 7,263 87,156 34,128 7,838 94,056 37,169 8,537 102,439 40,117 9,213	4 210 20 27.177 6,242 74,901 29.324 6,735 80,816 31.642 7,267 87,204 34.145 7,842 94,104 37.187 8,541 102,487 40.134 9,217	y 220 21 28.536 6,554 78,646 30.790 7,071 84,857 33.224 7,630 91,565 35.852 8,234 98,809 39,046 8,968 107,611 42,141 9,578	W 230 22 28.554 6,558 78,694 30.807 7,075 84,905 33.241 7,634 91,613 35.870 8,238 98,857 39,064 8,972 107,6559 42,158 9,882	240 23 28.571 6,562 78,742 30.825 7,079 84,953 33.259 7,638 91,661 35.887 8,242 98,905 39.081 8,976 107,707 42.175 9,686	250, 24 28,588 6,566 78,790 30,842 7,083 85,001 33,276 7,642 91,709 35,905 8,246 98,953 39,098 8,980 107,755 42,193 9,690	260 25,606 6,570 76,638 30,860 7,087 85,049 33,293 7,646 91,757 35,922 8,250 99,001 39,116 8,984 107,803 42,210 9,694
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F06 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13985 F10 FIRE DIVISION CHIEF 14015	YR MON GRADE AYSTEP TEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR	N \$40 12 24.581 5,641 67,690 26,508 6,088 73,055 28.610 6,571 78,849 30,881 7,092 85,107 33,840 7,726 92,711 36,313	0 450 14 24.578 5,645 57,738 26.525 6,092 73,103 28.627 6,575 78,897 30.898 7,086 85,155 33,657 7,730 92,759 36,330 8,344	P 4E0 15 25.814 5,929 71,144 27.856 6,398 76,778 30.066 6,905 82,862 32,450 7,453 89,434 35,348 8,118 97,418 38,164	C 576 15 25.832 5,833 71,192 27.876 6,402 76,826 30.064 6,909 82,910 32,468 7,457 89,452 35,365 8,122 97,466 38,172	R 350 17 25.849 5,937 71,240 27.893 6,406 76,874 30.101 6,913 82,958 32,485 7,461 89,530 35.382 8,126 97,514 38,189	5 890 89 27,143 6,234 74,805 29,289 6,727 80,720 31,607 7,259 87,108 34,110 7,834 94,008 37,152 8,533 102,391 40,089 9,209	T 200 19 27.160 6,238 74,853 29,306 6,731 80,765 31.624 7,263 87,156 34,128 7,838 94,056 37,169 8,537 102,439 40,117	4 210 20 27.177 6,242 74,901 29.324 6,735 80,816 31.642 7,267 87,204 34.145 7,642 94,104 37.187 8,541 102,487 40.134	y 220 21 28.536 6,554 78,646 30.790 7,071 84,857 33.224 7,630 91,565 35.852 8,234 98,809 39,046 8,968 107,611 42,141 9,578	W 230 22 28.554 6,558 78,694 30.807 7,075 84,905 33.241 7,634 91,813 35.670 8,238 98,857 39.064 8,972 107,659 42.158	240 23 28.571 6.562 78,742 30.825 7,079 84,953 33.259 7,638 81,661 35,887 8,242 98,805 39,081 8,976 107,707 42,175	250 24 28,588 6,566 78,790 30,842 7,083 85,001 33,276 7,642 91,709 35,905 8,246 98,953 39,098 8,980 107,755 42,193	260 25,606 6,570 76,638 30,860 7,087 85,049 33,293 7,646 91,757 35,922 8,250 99,001 39,116 8,984 107,803 42,210
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13985 F10	YR MON GRADE CYSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR HR MO	N 440 13 24.581 5,641 87,690 28,508 6,088 73,055 28,610 6,571 78,849 30,881 7,092 85,107 33,640 7,726 92,711 36,313 8,340	0 450 14 24.578 5,645 57,738 26.525 6,092 73,103 28.627 6,575 78,897 30.898 7,086 85,155 33,657 7,730 92,759 36,330 8,344	P 460 15 25.814 8,929 71,144 27.856 6,398 76,778 30.066 6,905 82,862 32,450 7,453 89,434 35,348 8,118 97,418 38,154 8,763	C 376 376 375 375 371,192 27.876 6,402 76,826 30.064 6,909 82,910 32,468 7,457 89,452 35,365 8,122 97,466 38,172 8,767	R 380 17 25.849 5,937 71,240 27.893 6,406 76,874 30.101 6,913 82,958 32,485 7,461 89,530 35,382 8,126 97,514 38,189 8,771	5 890 89 27,143 6,234 74,805 29,289 6,727 80,720 31,607 7,259 87,108 34,110 7,834 94,008 37,152 8,533 102,391 40,089 9,209	T 200 19 27,160 6,238 74,853 29,306 6,731 80,765 31,624 7,263 87,156 34,128 7,838 94,056 37,169 8,537 102,439 40,117 9,213	4 210 20 27.177 6,242 74,901 29.324 6,735 80,816 31.642 7,267 87,204 34.145 7,842 94,104 37.187 8,541 102,487 40.134 9,217	y 220 21 28.536 6,554 78,646 30.790 7,071 84,857 33.224 7,630 91,565 35.852 8,234 98,809 39,046 8,968 107,611 42,141 9,578	W 230 22 28.554 6,558 78,694 30.807 7,075 84,905 33.241 7,634 91,613 35.870 8,238 98,857 39,064 8,972 107,6559 42,158 9,882	240 23 28.571 6,562 78,742 30.825 7,079 84,953 33.259 7,638 91,661 35.887 8,242 98,905 39.081 8,976 107,707 42.175 9,686	250, 24 28,588 6,566 78,790 30,842 7,083 85,001 33,276 7,642 91,709 35,905 8,246 98,953 39,096 8,980 107,755 42,193 9,690	260 25,606 6,570 76,638 30,860 7,087 85,049 33,293 7,646 91,757 35,922 8,250 99,001 39,116 8,984 107,803 42,210 9,694
F12 NOTES: FIREFIGHTER 14050 F02 FIRE SPECIALIST 14025 F06 FIRE LIEUTENANT 14020 F08 FIRE CAPTAIN 13995 F09 FIRE BATTALION CHIEF 13985 F10 FIRE DIVISION CHIEF 14015 F11	YR MON YSTEP 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 HR MO YR HR MO YR HR MO YR	N 440 13 24.581 5,641 87,690 28,508 6,088 73,055 28,610 6,571 78,849 30,881 7,092 85,107 33,640 7,726 92,711 36,313 8,340	0 450 14 24.578 5,645 57,738 26.525 6,092 73,103 28.627 6,575 78,897 30.898 7,086 85,155 33,657 7,730 92,759 36,330 8,344	P 460 15 25.814 8,929 71,144 27.856 6,398 76,778 30.066 6,905 82,862 32,450 7,453 89,434 35,348 8,118 97,418 38,154 8,763	C 376 376 375 375 371,192 27.876 6,402 76,826 30.064 6,909 82,910 32,468 7,457 89,452 35,365 8,122 97,466 38,172 8,767	R 380 17 25.849 5,937 71,240 27.893 6,406 76,874 30.101 6,913 82,958 32,485 7,461 89,530 35,382 8,126 97,514 38,189 8,771	5 890 89 27,143 6,234 74,805 29,289 6,727 80,720 31,607 7,259 87,108 34,110 7,834 94,008 37,152 8,533 102,391 40,089 9,209	T 200 19 27,160 6,238 74,853 29,306 6,731 80,765 31,624 7,263 87,156 34,128 7,838 94,056 37,169 8,537 102,439 40,117 9,213	4 210 20 27.177 6,242 74,901 29.324 6,735 80,816 31.642 7,267 87,204 34.145 7,842 94,104 37.187 8,541 102,487 40.134 9,217	y 220 21 28.536 6,554 78,646 30.790 7,071 84,857 33.224 7,630 91,565 35.852 8,234 98,809 39,046 8,968 107,611 42,141 9,578	W 230 22 28.554 6,558 78,694 30.807 7,075 84,905 33.241 7,634 91,613 35.870 8,238 98,857 39,064 8,972 107,6559 42,158 9,882	240 23 28.571 6,562 78,742 30.825 7,079 84,953 33.259 7,638 91,661 35.887 8,242 98,905 39.081 8,976 107,707 42.175 9,686	250, 24 28,588 6,566 78,790 30,842 7,083 85,001 33,276 7,642 91,709 35,905 8,246 98,953 39,096 8,980 107,755 42,193 9,690	260 25,606 6,570 76,638 30,860 7,087 85,049 33,293 7,646 91,757 35,922 8,250 99,001 39,116 8,984 107,803 42,210 9,694

Rank Differentials: (All 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, 18 & 21 year and 9.15% increase at 3 year