

<u>Classification</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
<b>5091</b> <b>Firefighter / Paramedic</b>					
Base Rate	\$ 28.07	\$ 29.47	\$ 30.94	\$ 32.50	\$ 34.12
OT Premium	\$ 14.04	\$ 14.74	\$ 15.47	\$ 16.25	\$ 17.06
Bi-weekly Base <sup>(1)</sup>	\$ 3,144	\$ 3,301	\$ 3,465	\$ 3,640	\$ 3,821
Monthly Base <sup>(1)</sup>	\$ 6,812	\$ 7,151	\$ 7,508	\$ 7,887	\$ 8,280
Annual Base <sup>(1)</sup>	\$ 81,739.84	\$ 85,816.64	\$ 90,097.28	\$ 94,640.00	\$ 99,357.44
Estimated Annual FLSA OT <sup>(2)</sup>	\$ 2,190	\$ 2,299	\$ 2,413	\$ 2,535	\$ 2,661
<b>Estimated Annual Total <sup>(2)</sup></b>	<b>\$ 83,930.08</b>	<b>\$ 88,116.08</b>	<b>\$ 92,510.60</b>	<b>\$ 97,175.00</b>	<b>\$ 102,018.80</b>

<b>5100</b> <b>Fire Engineer</b>					
Base Rate	\$ 30.37	\$ 31.89	\$ 33.48	\$ 35.16	\$ 36.93
OT Premium	\$ 15.19	\$ 15.95	\$ 16.74	\$ 17.58	\$ 18.47
Bi-weekly Base <sup>(1)</sup>	\$ 3,401	\$ 3,572	\$ 3,750	\$ 3,938	\$ 4,136
Monthly Base <sup>(1)</sup>	\$ 7,370	\$ 7,739	\$ 8,124	\$ 8,532	\$ 8,962
Annual Base <sup>(1)</sup>	\$ 88,437.44	\$ 92,863.68	\$ 97,493.76	\$ 102,385.92	\$ 107,540.16
Estimated Annual FLSA OT <sup>(2)</sup>	\$ 2,370	\$ 2,488	\$ 2,611	\$ 2,742	\$ 2,881
<b>Estimated Annual Total <sup>(2)</sup></b>	<b>\$ 90,807.08</b>	<b>\$ 95,351.88</b>	<b>\$ 100,105.20</b>	<b>\$ 105,128.40</b>	<b>\$ 110,421.48</b>

<b>5099</b> <b>Fire Captain</b>					
Base Rate	\$ 33.54	\$ 35.22	\$ 36.99	\$ 38.84	\$ 40.79
OT Premium	\$ 16.77	\$ 17.61	\$ 18.50	\$ 19.42	\$ 20.40
Bi-weekly Base <sup>(1)</sup>	\$ 3,756	\$ 3,945	\$ 4,143	\$ 4,350	\$ 4,568
Monthly Base <sup>(1)</sup>	\$ 8,139	\$ 8,547	\$ 8,976	\$ 9,425	\$ 9,898
Annual Base <sup>(1)</sup>	\$ 97,668.48	\$ 102,560.64	\$ 107,714.88	\$ 113,102.08	\$ 118,780.48
Estimated Annual FLSA OT <sup>(2)</sup>	\$ 2,616	\$ 2,747	\$ 2,886	\$ 3,030	\$ 3,182
<b>Estimated Annual Total <sup>(2)</sup></b>	<b>\$ 100,284.60</b>	<b>\$ 105,307.80</b>	<b>\$ 110,600.88</b>	<b>\$ 116,131.60</b>	<b>\$ 121,962.88</b>

<b>5109</b> <b>Fire Captain (Shift)</b>					
Base Rate	\$ 34.22	\$ 35.93	\$ 37.73	\$ 39.62	\$ 41.60
OT Premium	\$ 17.11	\$ 17.97	\$ 18.87	\$ 19.81	\$ 20.80
Bi-weekly Base <sup>(1)</sup>	\$ 3,833	\$ 4,024	\$ 4,226	\$ 4,437	\$ 4,659
Monthly Base <sup>(1)</sup>	\$ 8,304	\$ 8,719	\$ 9,156	\$ 9,614	\$ 10,095
Annual Base <sup>(1)</sup>	\$ 99,648.64	\$ 104,628.16	\$ 109,869.76	\$ 115,373.44	\$ 121,139.20
Estimated Annual FLSA OT <sup>(2)</sup>	\$ 2,669	\$ 2,803	\$ 2,944	\$ 3,090	\$ 3,245
<b>Estimated Annual Total <sup>(2)</sup></b>	<b>\$ 102,317.80</b>	<b>\$ 107,431.48</b>	<b>\$ 112,813.48</b>	<b>\$ 118,463.80</b>	<b>\$ 124,384.00</b>

(1) Weekly, Bi-weekly, and Annual "base rates" are determined by calculating 112 hours of straight time paid in 26 pay periods. These rates do not include FLSA Overtime.

(2) Estimated Annual FLSA OT Premium is compensation required under Department of Labor Fair Labor Standards Act (FLSA) Section 29 CFR 553.230 (Section 7(k)) and is compensated based on Fire Department 24-day Work Period resulting in approx. 10 hours of OT Premium pay per 24-day Work Period.