

**MEMORANDUM OF AGREEMENT
BETWEEN THE TOWN OF SUDBURY AND
THE SUDBURY PERMANENT FIREFIGHTERS ASSOCIATION, LOCAL 2023
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, AFL-CIO
AGREEMENT A**

The Town of Sudbury (Town) and the Sudbury Firefighter Association, Local 2023 (Union) hereby agree to a new three-year collective bargaining agreement to be effective from July 1, 2015 to June 30, 2018. The terms and conditions of the parties' collective bargaining agreement dated July 1, 2012-June 30, 2015 shall remain in effect, except as modified below:

ITEM A: Appendix A, Salary Schedules, shall be amended to include the following the changes:

Effective 7/1/2015, all steps on the salary schedule shall be increased by one percent (1%)

Effective 1/1/2016, all steps on the salary schedule shall be increased by one percent (1%)

Effective 7/1/2016, all steps on the salary schedule shall be increased by two percent (2%)

Effective 7/1/2017, all steps on the salary schedule shall be increased by two percent (2%)

Effective at 6/30/2018, at 11:59pm so that there shall be no financial impact in fiscal year 2018, all steps on the salary schedule shall be increased by one percent (1%)

ITEM B: Article XXXI, Establishment of Special Positions, shall be amended to include the following changes:

Effective 7/1/2015, the Town shall establish a meter maintenance position and a fire investigator position. Also, effective 7/1/2015, stipends for specialty positions established under Article XXXI, including the two new above-referenced positions, shall increase from \$800.00 to \$925.00.

Effective 7/1/2016, stipends for specialty positions established under Article XXXI shall increase from \$925.00 to \$1000.00.

Effective 7/1/2017, stipends for specialty positions established under Article XXXI shall increase from \$1000.00 to \$1200.00.

ITEM C: Article XXXV, Section 4, Time Off Regulations, shall be amended to include the following changes:


Section 4: Time off may be taken in minimum ~~two~~ three hour increments with the understanding that time off can be in one-hour increments after the initial ~~two~~ three hour minimum.

ITEM D: Article XXXVII, Section 1, Promotions, shall be amended to include the following three (3) sentences at the end of the paragraph:

In addition, candidates shall be awarded additional points for educational degrees that qualify under the Firefighter Career Incentive Plan in Article XXIV as follows. Attainment of a Master's Degree will add 5 points to the final promotional exam score, attainment of a Bachelor's Degree will add 4 points, and an attainment of an Associate's Degree will add 2 points. For clarification, these points will only be added for completed degrees that qualify under the above mentioned Firefighter Career Incentive Program, not simply for semester credits.

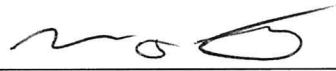



This Agreement is subject to funding and ratification by the Town and ratification by the Union.

FOR THE TOWN



Dated: 5/25/17

FOR THE UNION

 President
 Sec/Treas



Dated: 5/16/17

FIRE - FY16						
All steps increased by 1%						
Effective 07/01/15						
	MIN.	Step 1	Step 2	Step 3	Step 4	MAX
Firefighter						
Annual	50,597	51,768	52,911	54,156	56,300	57,120
Hourly	23.08	23.61	24.13	24.70	25.68	26.05
Firefighter/EMT-B						
Annual	52,962	54,134	55,280	56,525	58,763	59,594
Hourly	24.16	24.69	25.21	25.78	26.80	27.18
FireFighter/EMT-P						
Annual	57,289	58,461	59,607	60,851	63,090	63,942
Hourly	26.13	26.67	27.19	27.76	28.78	29.17
Lieutenant						
Annual	57,805	59,144	60,451	61,875	64,324	65,259
Hourly	26.37	26.98	27.57	28.22	29.34	29.77
Lieutenant/EMT-B						
Annual	60,510	61,848	63,157	64,579	67,135	68,086
Hourly	27.60	28.21	28.81	29.46	30.62	31.06
Lieutenant/EMT-P						
Annual	65,453	66,791	68,101	69,523	72,080	73,054
Hourly	29.85	30.46	31.06	31.71	32.88	33.32
Fire Captain						
Annual	66,043	67,573	69,065	70,692	73,490	74,559
Hourly	30.12	30.82	31.50	32.24	33.52	34.01
Fire Captain/EMT-B						
Annual	69,132	70,662	72,156	73,782	76,702	77,789
Hourly	31.53	32.23	32.91	33.65	34.99	35.48
Fire Captain/EMT-P						
Annual	74,780	76,309	77,806	79,430	82,351	83,465
Hourly	34.11	34.81	35.49	36.23	37.56	38.07

Single Rated:

Call Firefighter	\$250 annual stipend and Step 1 Firefighter hourly rate above
Fire Prevention Officer	\$925 /year
Fire Alarm Superintendent	\$925 /year
Master Mechanic	\$925 /year
Technology Coordinator	\$925 /year
Fire Department Training Officer	\$925 /year
Emergency Medical Tech. Coord.	\$925 /year
Fire Alarm Foreman	\$925 /year
Meter Maintenance	\$925 /year
Fire Investigator	\$925 /year
Equipment/Supplies/Recert Coordinator	\$1,200 /year
EMS Coordinator	\$2,000 /year

FIRE - FY16						
All steps increased by 1%						
Effective 01/01/16						
	MIN	Step 1	Step 2	Step 3	Step 4	MAX
Firefighter						
Annual	51,103	52,286	53,440	54,698	56,863	57,691
Hourly	23.31	23.85	24.38	24.95	25.94	26.31
Firefighter/EMT-B						
Annual	53,492	54,675	55,833	57,090	59,351	60,190
Hourly	24.40	24.94	25.47	26.04	27.07	27.45
FireFighter/EMT-P						
Annual	57,862	59,046	60,203	61,460	63,721	64,581
Hourly	26.39	26.93	27.46	28.03	29.06	29.46
Lieutenant						
Annual	58,383	59,735	61,056	62,494	64,967	65,912
Hourly	26.63	27.25	27.85	28.50	29.63	30.06
Lieutenant/EMT-B						
Annual	61,115	62,466	63,789	65,225	67,806	68,767
Hourly	27.88	28.49	29.10	29.75	30.93	31.37
Lieutenant/EMT-P						
Annual	66,108	67,459	68,782	70,218	72,801	73,785
Hourly	30.15	30.77	31.37	32.03	33.21	33.65
Fire Captain						
Annual	66,703	68,249	69,756	71,399	74,225	75,305
Hourly	30.42	31.13	31.82	32.57	33.86	34.35
Fire Captain/EMT-B						
Annual	69,823	71,369	72,878	74,520	77,469	78,567
Hourly	31.85	32.55	33.24	33.99	35.34	35.84
Fire Captain/EMT-P						
Annual	75,528	77,072	78,584	80,224	83,175	84,300
Hourly	34.45	35.15	35.84	36.59	37.94	38.45

Single Rated:

Call Firefighter	\$250 annual stipend and Step 1 Firefighter hourly rate above
Fire Prevention Officer	\$925 /year
Fire Alarm Superintendent	\$925 /year
Master Mechanic	\$925 /year
Technology Coordinator	\$925 /year
Fire Department Training Officer	\$925 /year
Emergency Medical Tech. Coord.	\$925 /year
Fire Alarm Foreman	\$925 /year
Meter Maintenance	\$925 /year
Fire Investigator	\$925 /year
Equipment/Supplies/Recert Coordinator	\$1,200 /year
EMS Coordinator	\$2,000 /year

FIRE - FY17						
All steps increased by 2%						
Effective 07/01/16						
	MIN	Step 1	Step 2	Step 3	Step 4	MAX
Firefighter						
Annual	52,125	53,332	54,509	55,792	58,000	58,845
Hourly	23.78	24.33	24.86	25.45	26.46	26.84
Firefighter/EMT-B						
Annual	54,562	55,769	56,950	58,232	60,538	61,394
Hourly	24.89	25.44	25.98	26.56	27.61	28.00
FireFighter/EMT-P						
Annual	59,019	60,227	61,407	62,689	64,995	65,873
Hourly	26.92	27.47	28.01	28.59	29.65	30.05
Lieutenant						
Annual	59,551	60,930	62,277	63,744	66,266	67,230
Hourly	27.16	27.79	28.41	29.08	30.23	30.67
Lieutenant/EMT-B						
Annual	62,337	63,715	65,065	66,530	69,162	70,142
Hourly	28.43	29.06	29.68	30.35	31.55	31.99
Lieutenant/EMT-P						
Annual	67,430	68,808	70,158	71,622	74,257	75,261
Hourly	30.76	31.38	32.00	32.67	33.87	34.33
Fire Captain						
Annual	68,037	69,614	71,151	72,827	75,710	76,811
Hourly	31.03	31.75	32.45	33.22	34.53	35.04
Fire Captain/EMT-B						
Annual	71,219	72,796	74,336	76,010	79,018	80,138
Hourly	32.48	33.20	33.91	34.67	36.04	36.55
Fire Captain/EMT-P						
Annual	77,039	78,613	80,156	81,828	84,839	85,986
Hourly	35.14	35.86	36.56	37.32	38.70	39.22

Single Rated:

Call Firefighter	\$250 annual stipend and Step 1 Firefighter hourly rate above
Fire Prevention Officer	\$1,000 /year
Fire Alarm Superintendent	\$1,000 /year
Master Mechanic	\$1,000 /year
Technology Coordinator	\$1,000 /year
Fire Department Training Officer	\$1,000 /year
Emergency Medical Tech. Coord.	\$1,000 /year
Fire Alarm Foreman	\$1,000 /year
Meter Maintenance	\$1,000 /year
Fire Investigator	\$1,000 /year
Equipment/Supplies/Recert Coordinator	\$1,200 /year
EMS Coordinator	\$2,000 /year

FIRE - FY18						
All steps increased by 2%						
Effective 07/01/17						
	MIN	Step 1	Step 2	Step 3	Step 4	MAX
Firefighter						
Annual	53,168	54,399	55,599	56,908	59,160	60,022
Hourly	24.25	24.81	25.36	25.96	26.98	27.38
Firefighter/EMT-B						
Annual	55,653	56,884	58,089	59,397	61,749	62,622
Hourly	25.38	25.95	26.50	27.09	28.17	28.56
FireFighter/EMT-P						
Annual	60,199	61,432	62,635	63,943	66,295	67,190
Hourly	27.46	28.02	28.57	29.17	30.24	30.65
Lieutenant						
Annual	60,742	62,149	63,523	65,019	67,591	68,575
Hourly	27.71	28.35	28.97	29.66	30.83	31.28
Lieutenant/EMT-B						
Annual	63,584	64,989	66,366	67,861	70,545	71,545
Hourly	29.00	29.64	30.27	30.95	32.18	32.63
Lieutenant/EMT-P						
Annual	68,779	70,184	71,561	73,054	75,742	76,766
Hourly	31.37	32.01	32.64	33.32	34.55	35.01
Fire Captain						
Annual	69,398	71,006	72,574	74,284	77,224	78,347
Hourly	31.65	32.39	33.10	33.88	35.22	35.74
Fire Captain/EMT-B						
Annual	72,643	74,252	75,823	77,530	80,598	81,741
Hourly	33.13	33.87	34.58	35.36	36.76	37.28
Fire Captain/EMT-P						
Annual	78,580	80,185	81,759	83,465	86,536	87,706
Hourly	35.84	36.57	37.29	38.07	39.47	40.00

Single Rated:

Call Firefighter	\$250 annual stipend and Step 1 Firefighter hourly rate above
Fire Prevention Officer	\$1,200 /year
Fire Alarm Superintendent	\$1,200 /year
Master Mechanic	\$1,200 /year
Technology Coordinator	\$1,200 /year
Fire Department Training Officer	\$1,200 /year
Emergency Medical Tech. Coord.	\$1,200 /year
Fire Alarm Foreman	\$1,200 /year
Meter Maintenance	\$1,200 /year
Fire Investigator	\$1,200 /year
Equipment/Supplies/Recert Coordinator	\$1,200 /year
EMS Coordinator	\$2,000 /year

FIRE - FY18						
All steps increased by 1%						
Effective 11:59pm on 06/30/18 - No financial Impact to FY18						
	MIN	Step 1	Step 2	Step 3	Step 4	MAX
Firefighter						
Annual	53,700	54,943	56,155	57,477	59,752	60,622
Hourly	24.49	25.06	25.61	26.22	27.25	27.65
Firefighter/EMT-B						
Annual	56,210	57,453	58,670	59,991	62,366	63,248
Hourly	25.64	26.21	26.76	27.36	28.45	28.85
FireFighter/EMT-P						
Annual	60,801	62,046	63,261	64,582	66,958	67,862
Hourly	27.73	28.30	28.85	29.46	30.54	30.95
Lieutenant						
Annual	61,349	62,770	64,158	65,669	68,267	69,261
Hourly	27.98	28.63	29.26	29.95	31.14	31.59
Lieutenant/EMT-B						
Annual	64,220	65,639	67,030	68,540	71,250	72,260
Hourly	29.29	29.94	30.57	31.26	32.50	32.96
Lieutenant/EMT-P						
Annual	69,467	70,886	72,277	73,785	76,499	77,534
Hourly	31.69	32.33	32.97	33.65	34.89	35.36
Fire Captain						
Annual	70,092	71,716	73,300	75,027	77,996	79,130
Hourly	31.97	32.71	33.43	34.22	35.58	36.09
Fire Captain/EMT-B						
Annual	73,369	74,995	76,581	78,305	81,404	82,558
Hourly	33.47	34.21	34.93	35.72	37.13	37.66
Fire Captain/EMT-P						
Annual	79,366	80,987	82,577	84,300	87,401	88,583
Hourly	36.20	36.94	37.67	38.45	39.87	40.40

Single Rated:

Call Firefighter	\$250 annual stipend and Step 1 Firefighter hourly rate above
Fire Prevention Officer	\$1,200 /year
Fire Alarm Superintendent	\$1,200 /year
Master Mechanic	\$1,200 /year
Technology Coordinator	\$1,200 /year
Fire Department Training Officer	\$1,200 /year
Emergency Medical Tech. Coord.	\$1,200 /year
Fire Alarm Foreman	\$1,200 /year
Meter Maintenance	\$1,200 /year
Fire Investigator	\$1,200 /year
Equipment/Supplies/Recert Coordinator	\$1,200 /year
EMS Coordinator	\$2,000 /year

**Memorandum of Agreement
Between the Town of Sudbury and
The Sudbury Permanent Firefighters Association, Local 2023
International Association of Firefighters, AFL-CIO
Agreement B**

The Town of Sudbury (Town) and the Sudbury Permanent Firefighters Association, Local 2023, International Association of Firefighters, AFL-CIO (Union), hereby agree that their collective bargaining agreement in effect from July 1, 2015 through June 30, 2018 shall remain in full force and effect except as modified herein:

Item A: Amend Article XXI Clothing/Cleaning Allowance; Section 3:

To increase the uniform/cleaning allowance by \$50.00 per year for the duration of the agreement. By the last day of the agreement, all members agree to be in compliance with the new uniform policy (see Appendix B). Further, the parties agree to establish a committee made up of two (2) individuals selected by management and two (2) members selected by the Union. The purpose of the committee will be to decide on a logo for the uniform. The parties agree that there will be no reference to the Union or the Union logo anywhere on the uniform;

Item B: Appendix A Fire Salary Schedule shall be amended to reflect the following changes: Effective 7/1/17, TOP STEPS on the salary schedule shall be increased by two percent (2%); Effective 7/1/17, ALL STEPS on the salary schedule shall be increased by one percent (1%);

Item C: Amend and Replace Article VIII – Overtime; Section 3 with the following language:
Section 3. An employee held by the Chief or an officer in the Chief's absence 15 minutes beyond his regular tour of duty, shall be paid according to the following schedule:

An employee who is held 15 minutes beyond the end of a scheduled shift, an overtime shift, or time swap that is less than ten (10) hours shall be compensated with two (2) hours of overtime pay to the next full hour, and any overtime worked in excess of the first two hours and 15 minutes shall be compensated for the next full hour, and so on. An employee who is held 15 minutes beyond the end of a scheduled shift, an overtime shift, or a time swap that is ten (10) or more hours shall be granted a minimum of three (3) hours overtime pay, and any overtime worked in excess of three (3) hours and 15 minutes shall be compensated for the next full hour, and so on. When an employee is held over due to his relief being more than 15 minutes late the two (2) hour overtime compensation above shall be reduced to one (1) hour and the three (3) hour overtime compensation above shall be reduced to two (2) hours.

An employee who is off duty and responding to a call back or who works a short shift that does not run concurrently with another shift, shall be granted a minimum of three (3) hours


pay. Callback overtime worked in excess of three hours shall be compensated for the next full hour, and so on. An employee called back to duty one-half hour before the start of his regular shift shall receive only one-hour overtime.

Item D: Amend Article VII – Hours of Work to add a fourth paragraph stating the following:

Employees will be permitted to substitute or exchange time with qualified employees of equal rank (i.e. Firefighter/EMT; Firefighter/Paramedic; Fire Officer) within the Department. Substitution will be permitted when approved by the officer on duty and the Chief, if available. All substitutions or exchanges must be recorded and must be paid back within twelve (12) months of being taken. Under no circumstances will the Town be liable for paying overtime to compensate for the inability of a member to repay his swap time, unless approved by the Chief.

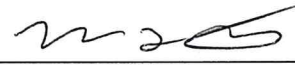



This agreement is subject to funding and ratification by the Town and ratification by the Union.

For the Town:



Date: 5/25/17

For the Union:

 President
 Sec/Tres


Date: 5/16/17

Appendix B –

Uniforms

Purpose: To provide a standard for attire for all department members pursuant to their activities.

Scope: Proper dress is important for safety, public image, work place morale, and general order. The Sudbury Fire Department desires to establish reasonable dress and grooming codes that take into consideration such factors as the nature of the job, exposure to the public, expectation of the public, professional image, and various safety and personal needs of the members. All members will be dressed for duty wearing the applicable uniform listed below.

General: There are three classes of uniform worn by the Sudbury Fire Department.

- a. Class A: Dress Uniform
- b. Class B: Button down shirt/navy blue long pants or ~~six pocket~~ multi-pocket EMS pants
- c. Class C: Polo style shirt/navy blue pants or six pocket EMS pants.

Class A

Jacket: Navy blue double breasted button coat with Sudbury Fire Department patch on left shoulder, one inch from shoulder seam. Department issued coat badge to be worn on the left. Collar insignia representing rank.

- a. Chief: gold buttons and 5 gold stripes on each lower sleeve
- b. Line Officers: silver buttons and stripes
 Captain: two stripes on each lower sleeve
 Lieutenant: one stripe on each lower sleeve
- c. Firefighters: silver buttons.

Shirt: Officers – White, long sleeve with epaulets and breast pockets. Sudbury Fire Department Patch on left sleeve, one inch from shoulder seam. Department issued shirt badge to be worn on the left. Collar insignia representing rank. Shirts shall be tucked in at all times.

Shirt: Firefighters – Light blue, long sleeve with epaulets and breast pockets. Sudbury Fire Department patch on left sleeve, one inch from shoulder seam. Department issued shirt badge to be worn on left.

Shirts shall be tucked in at all times.

Pants: Navy blue to match jacket.

Tie: Black

Undershirt: White with no applied designs.

Belt: Black with a plain silver buckle

Dress Cap: Firefighters Bell Cap

- a. Chief: White Cap, gold cap band and buttons
- b. Line Officers: White Cap, silver cap band and buttons
- c. Firefighters: Blue Cap with black cap band and buttons

Footwear: Black shoes or boots of polishable leather or patent leather. Black or navy blue socks shall be worn if wearing shoes.

Class B

Shirt: Button down long or short sleeve with epaulets and breast pockets. Shirts shall be tucked in at all times.

- a. Chief – White shirts
- b. Line Officers and Firefighters – Navy Blue shirts

Pants: Navy blue plain front or ~~six-pocket~~ multi-pocket EMS pants may be worn

Badge: Department issued badge above the left pocket

Patches: To the shirt the following patches may be applied.

- a. Sudbury Fire Department patch on the left shoulder one inch down from shoulder seam. State approved EMT patch with certification level on right sleeve, one inch down from shoulder seam

Belt: Black ~~with a plain silver buckle~~

Footwear: Black shoes or boots with navy blue, black, or white socks.

Hat: Navy blue baseball style cap may be worn with department approved Sudbury Fire Department emblem.

Class C Uniform

Shirt: Collared Polo Shirt with Maltese cross as approved by the Chief on the left front. No other emblems shall be embroidered on the shirt. This shirt may be long or short sleeve. Shirts shall be tucked in at all times.

Pants: navy blue plain front or ~~six-pocket~~ multi-pocket EMS pants may be worn

Belt: Black with a plain silver buckle

Footwear: Black shoes or boots with navy blue, black, or white socks.

Hat: Navy blue baseball style cap may be worn with department approved Sudbury Fire Department emblem.

Tee Shirts

- a. Tee shirts with silk screened logo as approved by the Chief may be worn without a Class B or Golf shirt when wearing turnout gear, provided the member has their Class B or golf shirt with them on the apparatus.
- b. Under certain circumstances, the Shift Commander may allow members of the shift to wear a uniform that does not include a Class B or collared polo shirt. For example, excessive heat, members performing maintenance work, during exercise periods, or similar, or when out of view from the general public. Shirts shall be tucked in at all times.

Sweatshirts

- a. Sweatshirts may be worn on duty and will be of a design and silk screened logo as approved by the Chief. Previous versions or unapproved designs shall not be worn.
- b. Sweatshirts will be navy blue for line officers and firefighters. They may either be collared "job shirt" style or crew neck. Crew neck sweatshirts will be worn with a collared shirt, i.e., Class B or golf shirt, underneath.

FIRE - FY16						
All steps increased by 1%						
Effective 07/01/15						
	MIN	Step 1	Step 2	Step 3	Step 4	MAX
Firefighter						
Annual	50,597	51,768	52,911	54,156	56,300	57,120
Hourly	23.08	23.61	24.13	24.70	25.68	26.05
Firefighter/EMT-B						
Annual	52,962	54,134	55,280	56,525	58,763	59,594
Hourly	24.16	24.69	25.21	25.78	26.80	27.18
FireFighter/EMT-P						
Annual	57,289	58,461	59,607	60,851	63,090	63,942
Hourly	26.13	26.67	27.19	27.76	28.78	29.17
Lieutenant						
Annual	57,805	59,144	60,451	61,875	64,324	65,259
Hourly	26.37	26.98	27.57	28.22	29.34	29.77
Lieutenant/EMT-B						
Annual	60,510	61,848	63,157	64,579	67,135	68,086
Hourly	27.60	28.21	28.81	29.46	30.62	31.06
Lieutenant/EMT-P						
Annual	65,453	66,791	68,101	69,523	72,080	73,054
Hourly	29.85	30.46	31.06	31.71	32.88	33.32
Fire Captain						
Annual	66,043	67,573	69,065	70,692	73,490	74,559
Hourly	30.12	30.82	31.50	32.24	33.52	34.01
Fire Captain/EMT-B						
Annual	69,132	70,662	72,156	73,782	76,702	77,789
Hourly	31.53	32.23	32.91	33.65	34.99	35.48
Fire Captain/EMT-P						
Annual	74,780	76,309	77,806	79,430	82,351	83,465
Hourly	34.11	34.81	35.49	36.23	37.56	38.07

Single Rated:

Call Firefighter	\$250 annual stipend and Step 1 Firefighter hourly rate above
Fire Prevention Officer	\$925 /year
Fire Alarm Superintendent	\$925 /year
Master Mechanic	\$925 /year
Technology Coordinator	\$925 /year
Fire Department Training Officer	\$925 /year
Emergency Medical Tech. Coord.	\$925 /year
Fire Alarm Foreman	\$925 /year
Meter Maintenance	\$925 /year
Fire Investigator	\$925 /year
Equipment/Supplies/Recert Coordinator	\$1,200 /year
EMS Coordinator	\$2,000 /year

FIRE - FY16						
All steps increased by 1%						
Effective 01/01/16						
	MIN	Step 1	Step 2	Step 3	Step 4	MAX
Firefighter						
Annual	51,103	52,286	53,440	54,698	56,863	57,691
Hourly	23.31	23.85	24.38	24.95	25.94	26.31
Firefighter/EMT-B						
Annual	53,492	54,675	55,833	57,090	59,351	60,190
Hourly	24.40	24.94	25.47	26.04	27.07	27.45
FireFighter/EMT-P						
Annual	57,862	59,046	60,203	61,460	63,721	64,581
Hourly	26.39	26.93	27.46	28.03	29.06	29.46
Lieutenant						
Annual	58,383	59,735	61,056	62,494	64,967	65,912
Hourly	26.63	27.25	27.85	28.50	29.63	30.06
Lieutenant/EMT-B						
Annual	61,115	62,466	63,789	65,225	67,806	68,767
Hourly	27.88	28.49	29.10	29.75	30.93	31.37
Lieutenant/EMT-P						
Annual	66,108	67,459	68,782	70,218	72,801	73,785
Hourly	30.15	30.77	31.37	32.03	33.21	33.65
Fire Captain						
Annual	66,703	68,249	69,756	71,399	74,225	75,305
Hourly	30.42	31.13	31.82	32.57	33.86	34.35
Fire Captain/EMT-B						
Annual	69,823	71,369	72,878	74,520	77,469	78,567
Hourly	31.85	32.55	33.24	33.99	35.34	35.84
Fire Captain/EMT-P						
Annual	75,528	77,072	78,584	80,224	83,175	84,300
Hourly	34.45	35.15	35.84	36.59	37.94	38.45

Single Rated:

Call Firefighter	\$250 annual stipend and Step 1 Firefighter hourly rate above
Fire Prevention Officer	\$925 /year
Fire Alarm Superintendent	\$925 /year
Master Mechanic	\$925 /year
Technology Coordinator	\$925 /year
Fire Department Training Officer	\$925 /year
Emergency Medical Tech. Coord.	\$925 /year
Fire Alarm Foreman	\$925 /year
Meter Maintenance	\$925 /year
Fire Investigator	\$925 /year
Equipment/Supplies/Recert Coordinator	\$1,200 /year
EMS Coordinator	\$2,000 /year

FIRE - FY17						
All steps increased by 2%						
Effective 07/01/16						
	MIN	Step 1	Step 2	Step 3	Step 4	MAX
Firefighter						
Annual	52,125	53,332	54,509	55,792	58,000	58,845
Hourly	23.78	24.33	24.86	25.45	26.46	26.84
Firefighter/EMT-B						
Annual	54,562	55,769	56,950	58,232	60,538	61,394
Hourly	24.89	25.44	25.98	26.56	27.61	28.00
FireFighter/EMT-P						
Annual	59,019	60,227	61,407	62,689	64,995	65,873
Hourly	26.92	27.47	28.01	28.59	29.65	30.05
Lieutenant						
Annual	59,551	60,930	62,277	63,744	66,266	67,230
Hourly	27.16	27.79	28.41	29.08	30.23	30.67
Lieutenant/EMT-B						
Annual	62,337	63,715	65,065	66,530	69,162	70,142
Hourly	28.43	29.06	29.68	30.35	31.55	31.99
Lieutenant/EMT-P						
Annual	67,430	68,808	70,158	71,622	74,257	75,261
Hourly	30.76	31.38	32.00	32.67	33.87	34.33
Fire Captain						
Annual	68,037	69,614	71,151	72,827	75,710	76,811
Hourly	31.03	31.75	32.45	33.22	34.53	35.04
Fire Captain/EMT-B						
Annual	71,219	72,796	74,336	76,010	79,018	80,138
Hourly	32.48	33.20	33.91	34.67	36.04	36.55
Fire Captain/EMT-P						
Annual	77,039	78,613	80,156	81,828	84,839	85,986
Hourly	35.14	35.86	36.56	37.32	38.70	39.22

Single Rated:

Call Firefighter	\$250 annual stipend and Step 1 Firefighter hourly rate above
Fire Prevention Officer	\$1,000 /year
Fire Alarm Superintendent	\$1,000 /year
Master Mechanic	\$1,000 /year
Technology Coordinator	\$1,000 /year
Fire Department Training Officer	\$1,000 /year
Emergency Medical Tech. Coord.	\$1,000 /year
Fire Alarm Foreman	\$1,000 /year
Meter Maintenance	\$1,000 /year
Fire Investigator	\$1,000 /year
Equipment/Supplies/Recert Coordinator	\$1,200 /year
EMS Coordinator	\$2,000 /year

FIRE - FY18						
Used Agreement A FY18 salaries & increased Top Steps by 2%, then increased All Steps 1%						
Effective 07/01/17						
	MIN	Step 1	Step 2	Step 3	Step 4	MAX
Firefighter						
Annual	53,700	54,943	56,155	57,477	59,752	61,834
Hourly	24.49	25.06	25.61	26.22	27.25	28.20
Firefighter/EMT-B						
Annual	56,210	57,453	58,670	59,991	62,366	64,513
Hourly	25.64	26.21	26.76	27.36	28.45	29.43
FireFighter/EMT-P						
Annual	60,801	62,046	63,261	64,582	66,958	69,219
Hourly	27.73	28.30	28.85	29.46	30.54	31.57
Lieutenant						
Annual	61,349	62,770	64,158	65,669	68,267	70,646
Hourly	27.98	28.63	29.26	29.95	31.14	32.22
Lieutenant/EMT-B						
Annual	64,220	65,639	67,030	68,540	71,250	73,706
Hourly	29.29	29.94	30.57	31.26	32.50	33.62
Lieutenant/EMT-P						
Annual	69,467	70,886	72,277	73,785	76,499	79,084
Hourly	31.69	32.33	32.97	33.65	34.89	36.07
Fire Captain						
Annual	70,092	71,716	73,300	75,027	77,996	80,713
Hourly	31.97	32.71	33.43	34.22	35.58	36.81
Fire Captain/EMT-B						
Annual	73,369	74,995	76,581	78,305	81,404	84,210
Hourly	33.47	34.21	34.93	35.72	37.13	38.41
Fire Captain/EMT-P						
Annual	79,366	80,987	82,577	84,300	87,401	90,355
Hourly	36.20	36.94	37.66	38.45	39.87	41.21

Single Rated:

Call Firefighter	\$250 annual stipend and Step 1 Firefighter hourly rate above
Fire Prevention Officer	\$1,200 /year
Fire Alarm Superintendent	\$1,200 /year
Master Mechanic	\$1,200 /year
Technology Coordinator	\$1,200 /year
Fire Department Training Officer	\$1,200 /year
Emergency Medical Tech. Coord.	\$1,200 /year
Fire Alarm Foreman	\$1,200 /year
Meter Maintenance	\$1,200 /year
Fire Investigator	\$1,200 /year
Equipment/Supplies/Recert Coordinator	\$1,200 /year
EMS Coordinator	\$2,000 /year

FIRE - FY18						
All steps increased by 1%						
Effective 11:59pm on 06/30/18 - No financial Impact to FY18						
	MIN	Step 1	Step 2	Step 3	Step 4	MAX
Firefighter						
Annual	54,237	55,492	56,717	58,052	60,350	62,452
Hourly	24.74	25.31	25.87	26.48	27.53	28.49
Firefighter/EMT-B						
Annual	56,772	58,028	59,257	60,591	62,990	65,158
Hourly	25.89	26.47	27.03	27.64	28.73	29.72
FireFighter/EMT-P						
Annual	61,409	62,666	63,894	65,228	67,628	69,911
Hourly	28.01	28.58	29.14	29.75	30.85	31.89
Lieutenant						
Annual	61,962	63,398	64,800	66,326	68,950	71,352
Hourly	28.26	28.92	29.56	30.25	31.45	32.55
Lieutenant/EMT-B						
Annual	64,862	66,295	67,700	69,225	71,963	74,443
Hourly	29.58	30.24	30.88	31.57	32.82	33.95
Lieutenant/EMT-P						
Annual	70,161	71,595	73,000	74,523	77,264	79,875
Hourly	32.00	32.66	33.30	33.99	35.24	36.42
Fire Captain						
Annual	70,793	72,433	74,033	75,777	78,776	81,520
Hourly	32.29	33.04	33.77	34.56	35.93	37.18
Fire Captain/EMT-B						
Annual	74,103	75,745	77,347	79,088	82,218	85,052
Hourly	33.80	34.55	35.28	36.07	37.50	38.79
Fire Captain/EMT-P						
Annual	80,160	81,797	83,403	85,143	88,275	91,259
Hourly	36.56	37.31	38.04	38.84	40.26	41.63

Single Rated:

Call Firefighter	\$250 annual stipend and Step 1 Firefighter hourly rate above
Fire Prevention Officer	\$1,200 /year
Fire Alarm Superintendent	\$1,200 /year
Master Mechanic	\$1,200 /year
Technology Coordinator	\$1,200 /year
Fire Department Training Officer	\$1,200 /year
Emergency Medical Tech. Coord.	\$1,200 /year
Fire Alarm Foreman	\$1,200 /year
Meter Maintenance	\$1,200 /year
Fire Investigator	\$1,200 /year
Equipment/Supplies/Recert Coordinator	\$1,200 /year
EMS Coordinator	\$2,000 /year