

WAGE SCALE

FF/ENGINEER

	Start	Year 1	Year 2	Year 3	Year 4	Year 5
Annual Salary	68,632.98	72,103.70	75,898.39	79,893.38	84,098.18	88,524.43
FLSA Annual	1,832.09	1,924.74	2,026.04	2,132.68	2,244.92	2,363.08
Hourly Rate	23.4884	24.6761	25.9748	27.3420	28.7810	30.2958
Overtime Rate	35.2325	37.0142	38.9622	41.0130	43.1716	45.4438
CO Reg.	24.6628	25.9100	27.2736	28.7091	30.2201	31.8106
CO O1	36.9942	38.8649	40.9103	43.0637	45.3301	47.7159
AIC Reg.	32.6589	32.6589	32.6589	32.6589	32.6589	32.6589
AIC O1	48.9884	48.9884	48.9884	48.9884	48.9884	48.9884

* 56 - 40 hr wk	Start	Year 1	Year 2	Year 3	Year 4	Year 5
Annual Salary	68,632.60	72,103.30	75,897.98	79,892.94	84,097.72	88,523.95
Hourly Rate	32.9964	34.6650	36.4894	38.4101	40.4316	42.5596
Overtime Rate	49.4947	51.9976	54.7341	57.6151	60.6474	63.8394

PARAMEDIC (6%)

	Start	Year 1	Year 2	Year 3	Year 4	Year 5
Annual Salary	72,750.95	76,429.92	80,452.30	84,686.98	89,144.07	93,835.90
FLSA Annual	1,942.02	2,040.22	2,147.60	2,260.64	2,379.62	2,504.86
Hourly Rate	24.8977	26.1567	27.5333	28.9825	30.5079	32.1136
Overtime Rate	37.3465	39.2351	41.2999	43.4738	45.7618	48.1704

*56-40 hr week	Start	Year 1	Year 2	Year 3	Year 4	Year 5
Annual Salary	72,750.56	76,429.50	80,451.86	84,686.52	89,143.58	93,835.38
Hourly Rate	34.9762	36.7450	38.6788	40.7147	42.8575	45.1132
Overtime Rate	52.4643	55.1174	58.0182	61.0720	64.2862	67.6697

LIEUTENANT 7.8% & 8%

Step 1 (7.8%)	Step 2 (8%)	
Annual Salary	95,429.34	95,606.39
FLSA Annual	2,547.40	2,552.12
Hourly Rate	32.6589	32.7195
Overtime Rate	48.9884	49.0793

*56-40 hr week	Year 1	Year 2
Annual Salary	95,428.82	95,605.86
Hourly Rate	45.8792	45.9644
Overtime Rate	68.8189	68.9465

July 1, 2021 increase 2021 rates based upon CPI-W Western Region (1.6%) per contract increase to 2%

July 1, 2022 increase 2022 rates based upon CPI-W Western Region minimum of 2% maximum of 4%

* 56-40 hr. conversion x 1.4048

* 5.95% staff incentive