

	Start	Year 1	Year 2	Year 3	Year 4	Year 5
Annual Salary	74,233.46	77,987.08	82,091.70	86,412.68	90,960.36	95,747.82
FLSA Annual	1,981.59	2,081.79	2,191.36	2,306.70	2,428.10	2,555.90
Hourly Rate	25.4050	26.6896	28.0944	29.5731	31.1295	32.7679
Overtime Rate	38.1075	40.0344	42.1415	44.3597	46.6942	49.1519
CO Reg.	26.6753	28.0241	29.4991	31.0518	32.6860	34.4063
CO O1	40.0129	42.0362	44.2486	46.5777	49.0289	51.6094
AIC Reg.	35.3893	35.3893	35.3893	35.3893	35.3893	35.3893
AIC O1	53.0840	53.0840	53.0840	53.0840	53.0840	53.0840

* 56 - 40 hr wk	Start	Year 1	Year 2	Year 3	Year 4	Year 5
Annual Salary	74,233.05	77,986.65	82,091.25	86,412.21	90,959.87	95,747.29
Hourly Rate	35.6890	37.4936	39.4669	41.5443	43.7307	46.0324
Overtime Rate	53.5334	56.2404	59.2004	62.3165	65.5961	69.0485

FF/ENGINEER/SPN (+2%)

	Start	Year 1	Year 2	Year 3	Year 4	Year 5
Annual Salary	75,718.13	79,546.82	83,733.53	88,140.93	92,779.57	97,662.77
FLSA Annual	2,021.22	2,123.43	2,235.19	2,352.84	2,476.66	2,607.01
Hourly Rate	25.9131	27.2234	28.6562	30.1646	31.7521	33.4233
Overtime Rate	38.8697	40.8351	42.9844	45.2469	47.6281	50.1349

PARAMEDIC (6%)

	Start	Year 1	Year 2	Year 3	Year 4	Year 5
Annual Salary	78,687.46	82,666.31	87,017.20	91,597.44	96,417.99	101,492.68
FLSA Annual	2,100.49	2,206.70	2,322.84	2,445.11	2,573.79	2,709.25
Hourly Rate	26.9293	28.2910	29.7800	31.3475	32.9973	34.7340
Overtime Rate	40.3940	42.4365	44.6700	47.0213	49.4959	52.1010

*56-40 hr week	Start	Year 1	Year 2	Year 3	Year 4	Year 5
Annual Salary	78,687.03	82,665.85	87,016.72	91,596.94	96,417.46	101,492.13
Hourly Rate	37.8303	39.7432	41.8350	44.0370	46.3545	48.7943
Overtime Rate	56.7455	59.6148	62.7524	66.0555	69.5318	73.1914

PARAMEDIC/SPN (+2%)

	Start	Year 1	Year 2	Year 3	Year 4	Year 5
Annual Salary	80,261.21	84,319.63	88,757.54	93,429.39	98,346.35	103,522.54
FLSA Annual	2,142.50	2,250.83	2,369.30	2,494.01	2,625.26	2,763.44
Hourly Rate	27.4679	28.8568	30.3756	31.9745	33.6572	35.4287
Overtime Rate	41.2019	43.2852	45.5634	47.9617	50.4858	53.1430

LIEUTENANT 8% & 10% TSE

	Step 1 (8.0%)	Step 2 (10%)
Annual Salary	103,407.64	105,322.60
FLSA Annual	2,760.37	2,811.49
Hourly Rate	35.3893	36.0447
Overtime Rate	53.0840	54.0670

*56-40 hr week	Year 1	Year 2
Annual Salary	103,407.07	105,322.02
Hourly Rate	49.7149	50.6356
Overtime Rate	74.5724	75.9534

LIEUTENANT/SPN (+2%)

	Year 1	Year 2
Annual Salary	105,475.79	107,429.05
FLSA Annual	2,815.58	2,867.72
Hourly Rate	36.0971	36.7656
Overtime Rate	54.1457	55.1484

CAPTAIN 8% & 10% TSL

	Step 1 (8%)	Step 2 (10%)
Annual Salary	113,748.40	115,854.86
FLSA Annual	3,036.41	3,092.63
Hourly Rate	38.9283	39.6492
Overtime Rate	58.3924	59.4737

*56-40 hr week	Step 1	Step 2
Annual Salary	113,747.78	115,854.22
Hourly Rate	54.6864	55.6991
Overtime Rate	82.0297	83.5487

CAPTAIN/SPN (+2%)

	Year 4	Year 5
Annual Salary	116,023.37	118,171.95
FLSA Annual	3,097.13	3,154.49
Hourly Rate	39.7068	40.4421
Overtime Rate	59.5603	60.6632

July 1, 2024 Wage increase 4.25%, Paramedics 8%, Lt. Step 1 - 10%, Lt. Step 2 - 12%  
 July 1, 2025 Wage increase 4.25%, Lt. Step 1 - 12%, Lt. Step 2 - 15%

\* 56-40 hr. conversion x 1.4048