

2024-2025

FF/ENGINEER

	Start	Year 1	Year 2	Year 3	Year 4	Year 5
Annual Salary	77,388.38	81,301.53	85,580.59	90,085.22	94,826.18	99,817.10
FLSA Annual	2,065.81	2,170.27	2,284.49	2,404.74	2,531.29	2,664.52
Hourly Rate	26.4847	27.8239	29.2884	30.8300	32.4525	34.1605
Overtime Rate	39.7271	41.7359	43.9325	46.2450	48.6787	51.2408
CO Reg.	27.8090	29.2151	30.7528	32.3715	34.0751	35.8686
CO O1	41.7134	43.8227	46.1292	48.5572	51.1127	53.8029
AIC Reg.	37.5766	37.5766	37.5766	37.5766	37.5766	37.5766
AIC O1	56.3649	56.3649	56.3649	56.3649	56.3649	56.3649

* 56 - 40 hr wk	Start	Year 1	Year 2	Year 3	Year 4	Year 5
Annual Salary	77,387.95	81,301.09	85,580.13	90,084.73	94,825.66	99,816.55
Hourly Rate	37.2057	39.0871	41.1443	43.3100	45.5893	47.9887
Overtime Rate	55.8086	58.6306	61.7164	64.9649	68.3839	71.9831

FF/ENGINEER/SPN (+2%)

	Start	Year 1	Year 2	Year 3	Year 4	Year 5
Annual Salary	78,936.15	82,927.56	87,292.21	91,886.92	96,722.70	101,813.44
FLSA Annual	2,107.13	2,213.67	2,330.18	2,452.83	2,581.92	2,717.81
Hourly Rate	27.0144	28.3804	29.8741	31.4466	33.1015	34.8438
Overtime Rate	40.5216	42.5706	44.8112	47.1699	49.6523	52.2656

PARAMEDIC (8%)

	Start	Year 1	Year 2	Year 3	Year 4	Year 5
Annual Salary	83,579.45	87,805.65	92,427.04	97,292.04	102,412.27	107,802.47
FLSA Annual	2,231.07	2,343.89	2,467.25	2,597.12	2,733.80	2,877.68
Hourly Rate	28.6035	30.0498	31.6314	33.2964	35.0487	36.8934
Overtime Rate	42.9053	45.0748	47.4471	49.9446	52.5730	55.3401

*56-40 hr week	Start	Year 1	Year 2	Year 3	Year 4	Year 5
Annual Salary	83,578.99	87,805.17	92,426.54	97,291.50	102,411.71	107,801.88
Hourly Rate	40.1822	42.2140	44.4358	46.7748	49.2364	51.8278
Overtime Rate	60.2733	63.3210	66.6538	70.1621	73.8546	77.7417

PARAMEDIC/SPN (+2%)

	Start	Year 1	Year 2	Year 3	Year 4	Year 5
Annual Salary	85,251.04	89,561.77	94,275.58	99,237.88	104,460.52	109,958.51
FLSA Annual	2,275.70	2,390.77	2,516.60	2,649.06	2,788.47	2,935.24
Hourly Rate	29.1756	30.6508	32.2641	33.9623	35.7497	37.6313
Overtime Rate	43.7634	45.9763	48.3961	50.9435	53.6245	56.4469

LIEUTENANT 10% & 12% TSE

	Step 1 (10%)	Step 2 (12%)
Annual Salary	109,798.81	111,795.15
FLSA Annual	2,930.97	2,984.26

CAPTAIN 8% & 10% TSL

	Step 1 (8%)	Step 2 (10%)
Annual Salary	120,738.76	122,974.66
FLSA Annual	3,223.01	3,282.69

Hourly Rate	37.5766	38.2598
Overtime Rate	56.3649	57.3897

*56-40 hr week	Year 1	Year 2
Annual Salary	109,798.21	111,794.54
Hourly Rate	52.7876	53.7474
Overtime Rate	79.1814	80.6211

LIEUTENANT/SPN (+2%)

	Year 1	Year 2
Annual Salary	111,994.78	114,031.05
FLSA Annual	2,989.59	3,043.95
Hourly Rate	38.3281	39.0250
Overtime Rate	57.4922	58.5375

Hourly Rate	41.3206	42.0858
Overtime Rate	61.9809	63.1287

*56-40 hr week	Step 1	Step 2
FLSA Annual	120,738.10	122,973.99
Hourly Rate	58.0472	59.1221
Overtime Rate	87.0707	88.6832

CAPTAIN/SPN (+2%)

	Step 1	Step 2
Annual Salary	123,153.54	125,434.16
FLSA Annual	3,287.47	3,348.35
Hourly Rate	42.1470	42.9275
Overtime Rate	63.2205	64.3913