

Fiscal Year 2025-2026  
Effective July 1, 2025

| JOB POSITION (MOU)                 | TIME BASE | STEP A     | STEP B     | STEP C     | STEP D     | STEP E     | STEP F     |
|------------------------------------|-----------|------------|------------|------------|------------|------------|------------|
|                                    |           | PAY RATE   | PAY RATE   | PAY RATE   | PAY RATE   | PAY RATE   | PAY RATE   |
| FIREFIGHTER/EMERGENCY MEDICAL TECH | MONTHLY   | \$4,646.00 | \$4,878.30 | \$5,122.22 | \$5,378.33 | \$5,647.24 | \$5,929.60 |
| ENGINEER/EMERGENCY MEDICAL TECH    | MONTHLY   | \$5,110.60 | \$5,366.13 | \$5,634.44 | \$5,916.16 | \$6,211.97 | \$6,522.56 |
| SOLE ROLE PARAMEDIC                | MONTHLY   | \$4,285.15 | \$4,499.41 | \$4,724.38 | \$4,960.60 | \$5,208.63 | \$5,469.06 |
| FIREFIGHTER/PARAMEDIC              | MONTHLY   | \$5,532.75 | \$5,809.39 | \$6,099.86 | \$6,404.85 | \$6,725.09 | \$7,061.35 |
| ENGINEER                           | MONTHLY   | \$6,265.17 | \$6,578.43 | \$6,907.35 | \$7,252.72 | \$7,615.35 | \$7,996.12 |
| ENGINEER/MECHANIC                  | MONTHLY   | \$6,598.28 | \$6,928.19 | \$7,274.60 | \$7,638.33 | \$8,020.25 | \$8,421.26 |
| CAPTAIN                            | MONTHLY   | \$6,820.87 | \$7,161.91 | \$7,520.01 | \$7,896.01 | \$8,290.81 | \$8,705.35 |

| JOB POSITION (CONTRACT)      | TIME BASE | PAY RATE    | HOURLY  |
|------------------------------|-----------|-------------|---------|
| CHIEF                        | MONTHLY   | \$10,862.10 | \$62.67 |
| FINANCIAL ANALYST            | MONTHLY   | \$6,328.95  | \$36.51 |
| LT-FF/EMT (PARAMEDIC SCHOOL) | MONTHLY   | \$4,048.91  | \$23.36 |
| LT-PARAMEDIC (FIRE ACADEMY)  | MONTHLY   | \$4,160.44  | \$24.00 |

| JOB POSITION (MOU)                 | TIME BASE         | STEP A   | STEP B   | STEP C   | STEP D   | STEP E   | STEP F   |
|------------------------------------|-------------------|----------|----------|----------|----------|----------|----------|
|                                    |                   | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE |
| FIREFIGHTER/EMERGENCY MEDICAL TECH | 40-HOUR WORK WEEK | \$26.80  | \$28.14  | \$29.55  | \$31.03  | \$32.58  | \$34.21  |
| ENGINEER/EMERGENCY MEDICAL TECH    | 40-HOUR WORK WEEK | \$29.48  | \$30.96  | \$32.51  | \$34.13  | \$35.84  | \$37.63  |
| SOLE ROLE PARAMEDIC                | 40-HOUR WORK WEEK | \$24.72  | \$25.96  | \$27.26  | \$28.62  | \$30.05  | \$31.55  |
| FIREFIGHTER/PARAMEDIC              | 40-HOUR WORK WEEK | \$31.92  | \$33.52  | \$35.19  | \$36.95  | \$38.80  | \$40.74  |
| ENGINEER                           | 40-HOUR WORK WEEK | \$36.15  | \$37.95  | \$39.85  | \$41.84  | \$43.93  | \$46.13  |
| ENGINEER/MECHANIC                  | 40-HOUR WORK WEEK | \$38.07  | \$39.97  | \$41.97  | \$44.07  | \$46.27  | \$48.58  |
| CAPTAIN                            | 40-HOUR WORK WEEK | \$39.35  | \$41.32  | \$43.38  | \$45.55  | \$47.83  | \$50.22  |

| JOB POSITION (MOU)                 | TIME BASE         | STEP A   | STEP B   | STEP C   | STEP D   | STEP E   | STEP F   |
|------------------------------------|-------------------|----------|----------|----------|----------|----------|----------|
|                                    |                   | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE |
| FIREFIGHTER/EMERGENCY MEDICAL TECH | 56-HOUR WORK WEEK | \$19.15  | \$20.10  | \$21.11  | \$22.16  | \$23.27  | \$24.44  |
| ENGINEER/EMERGENCY MEDICAL TECH    | 56-HOUR WORK WEEK | \$21.06  | \$22.11  | \$23.22  | \$24.38  | \$25.60  | \$26.88  |
| SOLE ROLE PARAMEDIC                | 56-HOUR WORK WEEK | \$17.66  | \$18.54  | \$19.47  | \$20.44  | \$21.46  | \$22.54  |
| FIREFIGHTER/PARAMEDIC              | 56-HOUR WORK WEEK | \$22.80  | \$23.94  | \$25.14  | \$26.39  | \$27.71  | \$29.10  |
| ENGINEER                           | 56-HOUR WORK WEEK | \$25.82  | \$27.11  | \$28.46  | \$29.89  | \$31.38  | \$32.95  |
| ENGINEER/MECHANIC                  | 56-HOUR WORK WEEK | \$27.19  | \$28.55  | \$29.98  | \$31.48  | \$33.05  | \$34.70  |
| CAPTAIN                            | 56-HOUR WORK WEEK | \$28.11  | \$29.51  | \$30.99  | \$32.54  | \$34.17  | \$35.87  |

Approved and Adopted By KFPD Board of Directors  
on June 25, 2025

Effective July 1, 2024

| JOB POSITION (MOU)                 | TIME BASE | STEP A      | STEP B     | STEP C     | STEP D     | STEP E     | STEP F     |
|------------------------------------|-----------|-------------|------------|------------|------------|------------|------------|
|                                    |           | PAY RATE    | PAY RATE   | PAY RATE   | PAY RATE   | PAY RATE   | PAY RATE   |
| FIREFIGHTER/EMERGENCY MEDICAL TECH | MONTHLY   | \$4,510.68  | \$4,736.21 | \$4,973.02 | \$5,221.68 | \$5,482.76 | \$5,756.90 |
| FIREFIGHTER/PARAMEDIC              | MONTHLY   | \$5,371.60  | \$5,640.18 | \$5,922.19 | \$6,218.30 | \$6,529.21 | \$6,855.67 |
| ENGINEER                           | MONTHLY   | \$6,082.69  | \$6,386.82 | \$6,706.17 | \$7,041.47 | \$7,393.55 | \$7,763.23 |
| ENGINEER/MECHANIC                  | MONTHLY   | \$6,406.10  | \$6,726.41 | \$7,062.73 | \$7,415.86 | \$7,786.65 | \$8,175.99 |
| CAPTAIN                            | MONTHLY   | \$6,622.20  | \$6,953.31 | \$7,300.98 | \$7,666.02 | \$8,049.33 | \$8,451.79 |
|                                    |           |             |            |            |            |            |            |
| JOB POSITION (CONTRACT)            | TIME BASE | PAY RATE    | HOURLY     |            |            |            |            |
| CHIEF                              | MONTHLY   | \$10,545.73 | \$60.84    |            |            |            |            |
| FINANCIAL ANALYST                  | MONTHLY   | \$6,144.61  | \$35.45    |            |            |            |            |
| LT-FF/EMT (PARAMEDIC SCHOOL)       | MONTHLY   | \$4,048.91  | \$23.36    |            |            |            |            |
| LT-PARAMEDIC (FIRE ACADEMY)        | MONTHLY   | \$4,160.44  | \$24.00    |            |            |            |            |

| JOB POSITION (MOU)                 | TIME BASE         | STEP A   | STEP B   | STEP C   | STEP D   | STEP E   | STEP F   |
|------------------------------------|-------------------|----------|----------|----------|----------|----------|----------|
|                                    |                   | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE |
| FIREFIGHTER/EMERGENCY MEDICAL TECH | 40-HOUR WORK WEEK | \$26.02  | \$27.32  | \$28.69  | \$30.13  | \$31.63  | \$33.21  |
| FIREFIGHTER/PARAMEDIC              | 40-HOUR WORK WEEK | \$30.99  | \$32.54  | \$34.17  | \$35.87  | \$37.67  | \$39.55  |
| ENGINEER                           | 40-HOUR WORK WEEK | \$35.09  | \$36.85  | \$38.69  | \$40.62  | \$42.66  | \$44.79  |
| ENGINEER/MECHANIC                  | 40-HOUR WORK WEEK | \$36.96  | \$38.81  | \$40.75  | \$42.78  | \$44.92  | \$47.17  |
| CAPTAIN                            | 40-HOUR WORK WEEK | \$38.21  | \$40.12  | \$42.12  | \$44.23  | \$46.44  | \$48.76  |

| JOB POSITION (MOU)                 | TIME BASE         | STEP A   | STEP B   | STEP C   | STEP D   | STEP E   | STEP F   |
|------------------------------------|-------------------|----------|----------|----------|----------|----------|----------|
|                                    |                   | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE |
| FIREFIGHTER/EMERGENCY MEDICAL TECH | 56-HOUR WORK WEEK | \$18.59  | \$19.52  | \$20.49  | \$21.52  | \$22.59  | \$23.72  |
| FIREFIGHTER/PARAMEDIC              | 56-HOUR WORK WEEK | \$22.14  | \$23.24  | \$24.40  | \$25.62  | \$26.91  | \$28.25  |
| ENGINEER                           | 56-HOUR WORK WEEK | \$25.07  | \$26.32  | \$27.64  | \$29.02  | \$30.47  | \$31.99  |
| ENGINEER/MECHANIC                  | 56-HOUR WORK WEEK | \$26.40  | \$27.72  | \$29.10  | \$30.56  | \$32.09  | \$33.69  |
| CAPTAIN                            | 56-HOUR WORK WEEK | \$27.29  | \$28.65  | \$30.09  | \$31.59  | \$33.17  | \$34.83  |

Approved and Adopted By KFPD Board of Directors  
on November 20, 2024 Resolution 2025-05

Effective February 19, 2025

| JOB POSITION (MOU)                 | TIME BASE | STEP A      | STEP B     | STEP C     | STEP D     | STEP E     | STEP F     |
|------------------------------------|-----------|-------------|------------|------------|------------|------------|------------|
|                                    |           | PAY RATE    | PAY RATE   | PAY RATE   | PAY RATE   | PAY RATE   | PAY RATE   |
| FIREFIGHTER/EMERGENCY MEDICAL TECH | MONTHLY   | \$4,510.68  | \$4,736.21 | \$4,973.02 | \$5,221.68 | \$5,482.76 | \$5,756.90 |
| SOLE ROLE PARAMEDIC                | MONTHLY   | \$4,285.15  | \$4,499.41 | \$4,724.38 | \$4,960.60 | \$5,208.63 | \$5,469.06 |
| FIREFIGHTER/PARAMEDIC              | MONTHLY   | \$5,371.60  | \$5,640.18 | \$5,922.19 | \$6,218.30 | \$6,529.21 | \$6,855.67 |
| ENGINEER                           | MONTHLY   | \$6,082.69  | \$6,386.82 | \$6,706.17 | \$7,041.47 | \$7,393.55 | \$7,763.23 |
| ENGINEER/MECHANIC                  | MONTHLY   | \$6,406.10  | \$6,726.41 | \$7,062.73 | \$7,415.86 | \$7,786.65 | \$8,175.99 |
| CAPTAIN                            | MONTHLY   | \$6,622.20  | \$6,953.31 | \$7,300.98 | \$7,666.02 | \$8,049.33 | \$8,451.79 |
|                                    |           |             |            |            |            |            |            |
| JOB POSITION (CONTRACT)            | TIME BASE | PAY RATE    | HOURLY     |            |            |            |            |
| CHIEF                              | MONTHLY   | \$10,545.73 | \$60.84    |            |            |            |            |
| FINANCIAL ANALYST                  | MONTHLY   | \$6,144.61  | \$35.45    |            |            |            |            |
| LT-FF/EMT (PARAMEDIC SCHOOL)       | MONTHLY   | \$4,048.91  | \$23.36    |            |            |            |            |
| LT-PARAMEDIC (FIRE ACADEMY)        | MONTHLY   | \$4,160.44  | \$24.00    |            |            |            |            |

| JOB POSITION (MOU)                 | TIME BASE         | STEP A   | STEP B   | STEP C   | STEP D   | STEP E   | STEP F   |
|------------------------------------|-------------------|----------|----------|----------|----------|----------|----------|
|                                    |                   | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE |
| FIREFIGHTER/EMERGENCY MEDICAL TECH | 40-HOUR WORK WEEK | \$26.02  | \$27.32  | \$28.69  | \$30.13  | \$31.63  | \$33.21  |
| SOLE ROLE PARAMEDIC                | 40-HOUR WORK WEEK | \$24.72  | \$25.96  | \$27.26  | \$28.62  | \$30.05  | \$31.55  |
| FIREFIGHTER/PARAMEDIC              | 40-HOUR WORK WEEK | \$30.99  | \$32.54  | \$34.17  | \$35.87  | \$37.67  | \$39.55  |
| ENGINEER                           | 40-HOUR WORK WEEK | \$35.09  | \$36.85  | \$38.69  | \$40.62  | \$42.66  | \$44.79  |
| ENGINEER/MECHANIC                  | 40-HOUR WORK WEEK | \$36.96  | \$38.81  | \$40.75  | \$42.78  | \$44.92  | \$47.17  |
| CAPTAIN                            | 40-HOUR WORK WEEK | \$38.21  | \$40.12  | \$42.12  | \$44.23  | \$46.44  | \$48.76  |

| JOB POSITION (MOU)                 | TIME BASE         | STEP A   | STEP B   | STEP C   | STEP D   | STEP E   | STEP F   |
|------------------------------------|-------------------|----------|----------|----------|----------|----------|----------|
|                                    |                   | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE |
| FIREFIGHTER/EMERGENCY MEDICAL TECH | 56-HOUR WORK WEEK | \$18.59  | \$19.52  | \$20.49  | \$21.52  | \$22.59  | \$23.72  |
| SOLE ROLE PARAMEDIC                | 56-HOUR WORK WEEK | \$17.66  | \$18.54  | \$19.47  | \$20.44  | \$21.46  | \$22.54  |
| FIREFIGHTER/PARAMEDIC              | 56-HOUR WORK WEEK | \$22.14  | \$23.24  | \$24.40  | \$25.62  | \$26.91  | \$28.25  |
| ENGINEER                           | 56-HOUR WORK WEEK | \$25.07  | \$26.32  | \$27.64  | \$29.02  | \$30.47  | \$31.99  |
| ENGINEER/MECHANIC                  | 56-HOUR WORK WEEK | \$26.40  | \$27.72  | \$29.10  | \$30.56  | \$32.09  | \$33.69  |
| CAPTAIN                            | 56-HOUR WORK WEEK | \$27.29  | \$28.65  | \$30.09  | \$31.59  | \$33.17  | \$34.83  |

Approved and Adopted By KFPD Board of Directors  
on February 19, 2025 Resolution 2025-07

Effective July 1, 2023

| JOB POSITION (MOU)                 | TIME BASE | STEP A     | STEP B     | STEP C     | STEP D     | STEP E     | STEP F     |
|------------------------------------|-----------|------------|------------|------------|------------|------------|------------|
|                                    |           | PAY RATE   | PAY RATE   | PAY RATE   | PAY RATE   | PAY RATE   | PAY RATE   |
| FIREFIGHTER/EMERGENCY MEDICAL TECH | MONTHLY   | \$4,379.30 | \$4,598.27 | \$4,828.18 | \$5,069.59 | \$5,323.07 | \$5,589.23 |
| FIREFIGHTER/PARAMEDIC              | MONTHLY   | \$5,215.14 | \$5,475.90 | \$5,749.69 | \$6,037.18 | \$6,339.04 | \$6,655.99 |
| ENGINEER                           | MONTHLY   | \$5,905.53 | \$6,200.81 | \$6,510.85 | \$6,836.39 | \$7,178.21 | \$7,537.12 |
| ENGINEER/MECHANIC                  | MONTHLY   | \$6,219.51 | \$6,530.49 | \$6,857.01 | \$7,199.86 | \$7,559.85 | \$7,937.85 |
| CAPTAIN                            | MONTHLY   | \$6,429.32 | \$6,750.79 | \$7,088.33 | \$7,442.74 | \$7,814.88 | \$8,205.62 |

| JOB POSITION (CONTRACT)      | TIME BASE | PAY RATE    | HOURLY  |
|------------------------------|-----------|-------------|---------|
| CHIEF                        | MONTHLY   | \$10,238.57 | \$59.07 |
| FINANCIAL ANALYST            | MONTHLY   | \$5,965.64  | \$34.42 |
| LT-FF/EMT (PARAMEDIC SCHOOL) | MONTHLY   | \$4,048.91  | \$23.36 |
| LT-PARAMEDIC (FIRE ACADEMY)  | MONTHLY   | \$4,160.44  | \$24.00 |

| JOB POSITION (MOU)                 | TIME BASE | STEP A   | STEP B   | STEP C   | STEP D   | STEP E   | STEP F   |
|------------------------------------|-----------|----------|----------|----------|----------|----------|----------|
|                                    |           | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE |
| FIREFIGHTER/EMERGENCY MEDICAL TECH | 40-HOUR W | \$25.27  | \$26.53  | \$27.85  | \$29.25  | \$30.71  | \$32.25  |
| FIREFIGHTER/PARAMEDIC              | 40-HOUR W | \$30.09  | \$31.59  | \$33.17  | \$34.83  | \$36.57  | \$38.40  |
| ENGINEER                           | 40-HOUR W | \$34.07  | \$35.77  | \$37.56  | \$39.44  | \$41.41  | \$43.48  |
| ENGINEER/MECHANIC                  | 40-HOUR W | \$35.88  | \$37.68  | \$39.56  | \$41.54  | \$43.61  | \$45.80  |
| CAPTAIN                            | 40-HOUR W | \$37.09  | \$38.95  | \$40.89  | \$42.94  | \$45.09  | \$47.34  |

| JOB POSITION (MOU)                 | TIME BASE | STEP A   | STEP B   | STEP C   | STEP D   | STEP E   | STEP F   |
|------------------------------------|-----------|----------|----------|----------|----------|----------|----------|
|                                    |           | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE |
| FIREFIGHTER/EMERGENCY MEDICAL TECH | 56-HOUR W | \$18.05  | \$18.95  | \$19.90  | \$20.89  | \$21.94  | \$23.03  |
| FIREFIGHTER/PARAMEDIC              | 56-HOUR W | \$21.49  | \$22.57  | \$23.69  | \$24.88  | \$26.12  | \$27.43  |
| ENGINEER                           | 56-HOUR W | \$24.34  | \$25.55  | \$26.83  | \$28.17  | \$29.58  | \$31.06  |
| ENGINEER/MECHANIC                  | 56-HOUR W | \$25.63  | \$26.91  | \$28.26  | \$29.67  | \$31.15  | \$32.71  |
| CAPTAIN                            | 56-HOUR W | \$26.49  | \$27.82  | \$29.21  | \$30.67  | \$32.20  | \$33.81  |

Approved and Adopted By KFPD Board of Directors  
on November 20, 2024 Resolution 2025-05

Effective July 1, 2022

| JOB POSITION (MOU)                 | TIME BASE | STEP A     | STEP B     | STEP C     | STEP D     | STEP E     | STEP F     |
|------------------------------------|-----------|------------|------------|------------|------------|------------|------------|
|                                    |           | PAY RATE   | PAY RATE   | PAY RATE   | PAY RATE   | PAY RATE   | PAY RATE   |
| FIREFIGHTER/EMERGENCY MEDICAL TECH | MONTHLY   | \$4,210.87 | \$4,421.41 | \$4,642.48 | \$4,874.60 | \$5,118.33 | \$5,374.25 |
| FIREFIGHTER/PARAMEDIC              | MONTHLY   | \$5,014.56 | \$5,265.29 | \$5,528.55 | \$5,804.98 | \$6,095.23 | \$6,399.99 |
| ENGINEER                           | MONTHLY   | \$5,678.39 | \$5,962.31 | \$6,260.42 | \$6,573.45 | \$6,902.12 | \$7,247.22 |
| ENGINEER/MECHANIC                  | MONTHLY   | \$5,980.30 | \$6,279.32 | \$6,593.28 | \$6,922.94 | \$7,269.09 | \$7,632.55 |
| CAPTAIN                            | MONTHLY   | \$6,182.04 | \$6,491.14 | \$6,815.70 | \$7,156.48 | \$7,514.31 | \$7,890.02 |

| JOB POSITION (CONTRACT) | TIME BASE | PAY RATE   | HOURLY  |
|-------------------------|-----------|------------|---------|
| CHIEF                   | 40-HOUR M | \$9,844.78 | \$56.80 |
| FINANCIAL ANALYST       | 40-HOUR M | \$5,736.19 | \$33.09 |
| LT-FF/EMT               | HOURLY    | \$4,048.91 | \$23.36 |

| JOB POSITION (MOU)                 | TIME BASE | STEP A   | STEP B   | STEP C   | STEP D   | STEP E   | STEP F   |
|------------------------------------|-----------|----------|----------|----------|----------|----------|----------|
|                                    |           | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE |
| FIREFIGHTER/EMERGENCY MEDICAL TECH | 40-HOUR W | \$24.29  | \$25.51  | \$26.78  | \$28.12  | \$29.53  | \$31.01  |
| FIREFIGHTER/PARAMEDIC              | 40-HOUR W | \$28.93  | \$30.38  | \$31.90  | \$33.49  | \$35.16  | \$36.92  |
| ENGINEER                           | 40-HOUR W | \$32.76  | \$34.40  | \$36.12  | \$37.92  | \$39.82  | \$41.81  |
| ENGINEER/MECHANIC                  | 40-HOUR W | \$34.50  | \$36.23  | \$38.04  | \$39.94  | \$41.94  | \$44.03  |
| CAPTAIN                            | 40-HOUR W | \$35.67  | \$37.45  | \$39.32  | \$41.29  | \$43.35  | \$45.52  |

| JOB POSITION (MOU)                 | TIME BASE | STEP A   | STEP B   | STEP C   | STEP D   | STEP E   | STEP F   |
|------------------------------------|-----------|----------|----------|----------|----------|----------|----------|
|                                    |           | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE |
| FIREFIGHTER/EMERGENCY MEDICAL TECH | 56-HOUR W | \$17.35  | \$18.22  | \$19.13  | \$20.09  | \$21.09  | \$22.15  |
| FIREFIGHTER/PARAMEDIC              | 56-HOUR W | \$20.66  | \$21.70  | \$22.78  | \$23.92  | \$25.12  | \$26.37  |
| ENGINEER                           | 56-HOUR W | \$23.40  | \$24.57  | \$25.80  | \$27.09  | \$28.44  | \$29.86  |
| ENGINEER/MECHANIC                  | 56-HOUR W | \$24.64  | \$25.88  | \$27.17  | \$28.53  | \$29.96  | \$31.45  |
| CAPTAIN                            | 56-HOUR W | \$25.48  | \$26.75  | \$28.09  | \$29.49  | \$30.97  | \$32.51  |

Approved and Adopted By KFPD Board of Directors  
on November 20, 2024 Resolution 2025-05

Effective July 1, 2021

| JOB POSITION (MOU)                 | TIME BASE | STEP A     | STEP B     | STEP C     | STEP D     | STEP E     | STEP F     |
|------------------------------------|-----------|------------|------------|------------|------------|------------|------------|
|                                    |           | PAY RATE   | PAY RATE   | PAY RATE   | PAY RATE   | PAY RATE   | PAY RATE   |
| FIREFIGHTER/EMERGENCY MEDICAL TECH | MONTHLY   | \$4,048.91 | \$4,251.36 | \$4,463.93 | \$4,687.13 | \$4,921.49 | \$5,167.56 |
| FIREFIGHTER/PARAMEDIC              | MONTHLY   | \$4,521.69 | \$4,747.76 | \$4,985.13 | \$5,234.40 | \$5,496.12 | \$5,770.94 |
| ENGINEER                           | MONTHLY   | \$5,159.99 | \$5,418.02 | \$5,688.92 | \$5,973.35 | \$6,272.00 | \$6,585.61 |
| ENGINEER/MECHANIC                  | MONTHLY   | \$5,450.29 | \$5,722.82 | \$6,008.97 | \$6,309.37 | \$6,624.88 | \$6,956.11 |
| CAPTAIN                            | MONTHLY   | \$5,644.27 | \$5,926.46 | \$6,222.79 | \$6,533.95 | \$6,860.64 | \$7,203.68 |

| JOB POSITION (CONTRACT) | TIME BASE       | PAY RATE   | HOURLY  |
|-------------------------|-----------------|------------|---------|
| CHIEF                   | 40-HOUR MONTHLY | \$9,466.13 | \$54.61 |
| FINANCIAL ANALYST       | 40-HOUR MONTHLY | \$5,515.57 | \$31.82 |
| LT-FF/EMT               | HOURLY          | \$4,048.91 | \$23.36 |

| JOB POSITION (MOU)                 | TIME BASE         | STEP A   | STEP B   | STEP C   | STEP D   | STEP E   | STEP F   |
|------------------------------------|-------------------|----------|----------|----------|----------|----------|----------|
|                                    |                   | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE |
| FIREFIGHTER/EMERGENCY MEDICAL TECH | 40-HOUR WORK WEEK | \$23.36  | \$24.53  | \$25.75  | \$27.04  | \$28.39  | \$29.81  |
| FIREFIGHTER/PARAMEDIC              | 40-HOUR WORK WEEK | \$26.09  | \$27.39  | \$28.76  | \$30.20  | \$31.71  | \$33.29  |
| ENGINEER                           | 40-HOUR WORK WEEK | \$29.77  | \$31.26  | \$32.82  | \$34.46  | \$36.18  | \$37.99  |
| ENGINEER/MECHANIC                  | 40-HOUR WORK WEEK | \$31.44  | \$33.02  | \$34.67  | \$36.40  | \$38.22  | \$40.13  |
| CAPTAIN                            | 40-HOUR WORK WEEK | \$32.56  | \$34.19  | \$35.90  | \$37.70  | \$39.58  | \$41.56  |

| JOB POSITION (MOU)                 | TIME BASE         | STEP A   | STEP B   | STEP C   | STEP D   | STEP E   | STEP F   |
|------------------------------------|-------------------|----------|----------|----------|----------|----------|----------|
|                                    |                   | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE |
| FIREFIGHTER/EMERGENCY MEDICAL TECH | 56-HOUR WORK WEEK | \$16.69  | \$17.52  | \$18.40  | \$19.32  | \$20.28  | \$21.29  |
| FIREFIGHTER/PARAMEDIC              | 56-HOUR WORK WEEK | \$18.63  | \$19.56  | \$20.54  | \$21.57  | \$22.65  | \$23.78  |
| ENGINEER                           | 56-HOUR WORK WEEK | \$21.26  | \$22.33  | \$23.44  | \$24.62  | \$25.85  | \$27.14  |
| ENGINEER/MECHANIC                  | 56-HOUR WORK WEEK | \$22.46  | \$23.58  | \$24.76  | \$26.00  | \$27.30  | \$28.67  |
| CAPTAIN                            | 56-HOUR WORK WEEK | \$23.26  | \$24.42  | \$25.64  | \$26.93  | \$28.27  | \$29.69  |

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| JOB POSITION (MOU)                 | TIME BASE | STEP A     | STEP B     | STEP C     | STEP D     | STEP E     | STEP F     |
|------------------------------------|-----------|------------|------------|------------|------------|------------|------------|
|                                    |           | PAY RATE   | PAY RATE   | PAY RATE   | PAY RATE   | PAY RATE   | PAY RATE   |
| FIREFIGHTER/EMERGENCY MEDICAL TECH | MONTHLY   | \$3,950.16 | \$4,147.67 | \$4,355.05 | \$4,572.80 | \$4,801.44 | \$5,041.51 |
| FIREFIGHTER/PARAMEDIC              | MONTHLY   | \$4,411.41 | \$4,631.97 | \$4,863.55 | \$5,106.74 | \$5,362.07 | \$5,630.19 |
| ENGINEER                           | MONTHLY   | \$5,034.13 | \$5,285.87 | \$5,550.16 | \$5,827.65 | \$6,119.02 | \$6,424.98 |
| ENGINEER/MECHANIC                  | MONTHLY   | \$5,317.35 | \$5,583.24 | \$5,862.40 | \$6,155.48 | \$6,463.29 | \$6,786.44 |
| CAPTAIN                            | MONTHLY   | \$5,506.61 | \$5,781.92 | \$6,071.02 | \$6,374.59 | \$6,693.32 | \$7,027.98 |

| JOB POSITION (CONTRACT) | TIME BASE       | PAY RATE   | HOURLY RATE |
|-------------------------|-----------------|------------|-------------|
| CHIEF                   | 40 HOUR-MONTHLY | \$9,190.42 | \$53.02     |
| FINANCIAL ANALYST       | 40 HOUR-MONTHLY | \$5,354.92 | \$30.89     |
| LT-FF/EMT               | HOURLY          | \$3,844.18 | \$22.18     |

| JOB POSITION (MOU)                 | TIME BASE         | STEP A   | STEP B   | STEP C   | STEP D   | STEP E   | STEP F   |
|------------------------------------|-------------------|----------|----------|----------|----------|----------|----------|
|                                    |                   | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE |
| FIREFIGHTER/EMERGENCY MEDICAL TECH | 40-HOUR WORK WEEK | \$22.79  | \$23.93  | \$25.13  | \$26.38  | \$27.70  | \$29.09  |
| FIREFIGHTER/PARAMEDIC              | 40-HOUR WORK WEEK | \$25.45  | \$26.72  | \$28.06  | \$29.46  | \$30.94  | \$32.48  |
| ENGINEER                           | 40-HOUR WORK WEEK | \$29.04  | \$30.50  | \$32.02  | \$33.62  | \$35.30  | \$37.07  |
| ENGINEER/MECHANIC                  | 40-HOUR WORK WEEK | \$30.68  | \$32.21  | \$33.82  | \$35.51  | \$37.29  | \$39.15  |
| CAPTAIN                            | 40-HOUR WORK WEEK | \$31.77  | \$33.36  | \$35.03  | \$36.78  | \$38.62  | \$40.55  |

| JOB POSITION (MOU)                 | TIME BASE         | STEP A   | STEP B   | STEP C   | STEP D   | STEP E   | STEP F   |
|------------------------------------|-------------------|----------|----------|----------|----------|----------|----------|
|                                    |                   | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE |
| FIREFIGHTER/EMERGENCY MEDICAL TECH | 56-HOUR WORK WEEK | \$16.28  | \$17.09  | \$17.95  | \$18.84  | \$19.79  | \$20.78  |
| FIREFIGHTER/PARAMEDIC              | 56-HOUR WORK WEEK | \$18.18  | \$19.09  | \$20.04  | \$21.04  | \$22.10  | \$23.20  |
| ENGINEER                           | 56-HOUR WORK WEEK | \$20.75  | \$21.78  | \$22.87  | \$24.02  | \$25.22  | \$26.48  |
| ENGINEER/MECHANIC                  | 56-HOUR WORK WEEK | \$21.91  | \$23.01  | \$24.16  | \$25.37  | \$26.63  | \$27.97  |
| CAPTAIN                            | 56-HOUR WORK WEEK | \$22.69  | \$23.83  | \$25.02  | \$26.27  | \$27.58  | \$28.96  |

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| JOB POSITION (MOU)    | TIME BASE | STEP A     | STEP B     | STEP C     | STEP D     | STEP E     | STEP F     |
|-----------------------|-----------|------------|------------|------------|------------|------------|------------|
|                       |           | PAY RATE   | PAY RATE   | PAY RATE   | PAY RATE   | PAY RATE   | PAY RATE   |
| FIREFIGHTER/EMT       | MONTHLY   | \$3,853.81 | \$4,068.98 | \$4,294.95 | \$4,532.19 | \$4,781.30 | \$5,042.87 |
| FIREFIGHTER/PARAMEDIC | MONTHLY   | \$4,303.81 | \$4,518.98 | \$4,744.95 | \$4,982.19 | \$5,231.30 | \$5,492.87 |
| ENGINEER              | MONTHLY   | \$4,911.35 | \$5,156.95 | \$5,414.78 | \$5,685.51 | \$5,969.79 | \$6,268.28 |
| ENGINEER/MECHANIC     | MONTHLY   | \$5,187.66 | \$5,447.05 | \$5,719.41 | \$6,005.36 | \$6,305.64 | \$6,620.92 |
| CAPTAIN               | MONTHLY   | \$5,372.30 | \$5,640.91 | \$5,922.95 | \$6,219.11 | \$6,530.06 | \$6,856.57 |

| JOB POSITION (CONTRACT) | TIME BASE       | PAY RATE   |         |
|-------------------------|-----------------|------------|---------|
| CHIEF                   | 40 HOUR-MONTHLY | \$8,922.74 | \$51.48 |
| FINANCIAL ANALYST       | 40 HOUR-MONTHLY | \$5,198.95 | \$29.99 |

| JOB POSITION (MOU)    | TIME BASE         | STEP A   | STEP B   | STEP C   | STEP D   | STEP E   | STEP F   |
|-----------------------|-------------------|----------|----------|----------|----------|----------|----------|
|                       |                   | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE |
| FIREFIGHTER/EMT       | 40 HOUR WORK WEEK | \$22.23  | \$23.47  | \$24.78  | \$26.15  | \$27.58  | \$29.09  |
| FIREFIGHTER/PARAMEDIC | 40 HOUR WORK WEEK | \$24.83  | \$26.07  | \$27.37  | \$28.74  | \$30.18  | \$31.69  |
| ENGINEER              | 40 HOUR WORK WEEK | \$28.33  | \$29.75  | \$31.24  | \$32.80  | \$34.44  | \$36.16  |
| ENGINEER/MECHANIC     | 40 HOUR WORK WEEK | \$29.93  | \$31.43  | \$33.00  | \$34.65  | \$36.38  | \$38.20  |
| CAPTAIN               | 40 HOUR WORK WEEK | \$30.99  | \$32.54  | \$34.17  | \$35.88  | \$37.67  | \$39.56  |

| JOB POSITION (MOU)    | TIME BASE         | STEP A   | STEP B   | STEP C   | STEP D   | STEP E   | STEP F   |
|-----------------------|-------------------|----------|----------|----------|----------|----------|----------|
|                       |                   | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE | PAY RATE |
| FIREFIGHTER/EMT       | 56 HOUR WORK WEEK | \$15.88  | \$16.77  | \$17.70  | \$18.68  | \$19.70  | \$20.78  |
| FIREFIGHTER/PARAMEDIC | 56 HOUR WORK WEEK | \$17.74  | \$18.62  | \$19.55  | \$20.53  | \$21.56  | \$22.64  |
| ENGINEER              | 56 HOUR WORK WEEK | \$20.24  | \$21.25  | \$22.31  | \$23.43  | \$24.60  | \$25.83  |
| ENGINEER/MECHANIC     | 56 HOUR WORK WEEK | \$21.38  | \$22.45  | \$23.57  | \$24.75  | \$25.98  | \$27.28  |
| CAPTAIN               | 56 HOUR WORK WEEK | \$22.14  | \$23.25  | \$24.41  | \$25.63  | \$26.91  | \$28.26  |

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