

**ARTICLE #7
RATE OF PAY**

Section 1. All employees hired on or after the effective date described in Article 7 of the collective bargaining agreement for the period October 1, 2013 – September 30, 2014 shall be placed into a pay plan using a range of \$37,262 to \$63,762, but with no steps. These employees will receive a 3.0% increase to base effective October 1, 2014, a 3% increase to base effective October 1, 2015 and a 3% increase to base effective October 1, 2016. All employees hired prior to the effective date will remain in the step pay plans shown below:

A. FIREMEDIC

50 Hours per Week/2600 Annual Hours

STEP		
DOH	14.3915	37,262
1	15.8700	41,262
2	17.4085	45,262
3	19.1392	49,762
4	21.4469	55,762
5	22.7981	59,262
6	24.5239	63,762

B. LIEUTENANT/EMT

50 Hours per Week/2600 Annual Hours

STEP		
Lieutenant Start	26.7354	69,512
Lieutenant End 1 yr	28.2739	73,512

C. **BATTALION CHIEF/EMT**

50 Hours per Week/2600 Annual Hours

STEP	
Battalion Chief Start	30.5815 79,512
Battalion Chief End 1 yr	32.5046 84,512

D. **ADMINISTRATIVE BATTALION CHIEF/EMT**

40 Hours per Week/2080 Annual Hours

STEP	
Administrative Battalion Chief Start	38.2269 79,512
Administrative Battalion Chief End 1 yr	40.6308 84,512

Section 2.

For employees hired prior to the effective date described in Article 7 of the collective bargaining agreement for the period October 1, 2013 – September 30, 2014:

There will be no step increases.

For employees in the top steps on October 1, 2014 (other than those who had a base pay increase equivalent to one step on September 30, 2014, for whom there will be no base increase effective October 1, 2014):

There will be a 3.0% increase to base pay effective October 1, 2014.

For employees at the top base pay level on October 1, 2015:

There will be a 3.0% increase to base pay effective October 1, 2015.

For employees at the top base pay level on October 1, 2016:

There will be a 3.0% increase to base pay effective October 1, 2016.

- see Appendix 1