

Fire Payscales Jan 1/18 to Dec 31/23 (Prepared November 2021)

	Description	% of 1st Class Jan 1/15	Jan 1/18 Base	Jan 1/18 Ret Pay	Jan 1/18 Rate	Jan 1/18 biweekly	Jan 1/18 Annualized	Jan 1/19 Base	Jan 1/19 Ret Pay	Jan 1/19 Rate	Jan 1/19 biweekly	Jan 1/19 Annualized
1FIR 1 - 1	Prob Firefighter; Prob Fire ServTec	60%	27.11	0.00	27.11	2,277.58	59,444.73	27.64	0.00	27.64	2,321.93	60,602.32
1FIR 2 - 1	Firefighter 4th Class	70%	31.63	0.00	31.63	2,657.17	69,352.19	32.25	0.00	32.25	2,708.92	70,702.71
1FIR 3 - 1	Firefighter 3rd Class	80%	36.15	0.00	36.15	3,036.77	79,259.64	36.86	0.00	36.86	3,095.90	80,803.09
1FIR 4 - 1	Firefighter 2nd Class	90%	40.67	0.00	40.67	3,416.36	89,167.10	41.46	0.00	41.46	3,482.89	90,903.48
1FIR 5 - 1		100%	45.19	0.00	45.19	3,795.96	99,074.56	46.07	0.00	46.07	3,869.88	101,003.87
1FIR 5 - 2	Firefighter 1st Class; Asst Public Safety	100%	45.19	1.36	46.55	3,910.20	102,056.22	46.07	1.38	47.45	3,985.80	104,029.38
1FIR 5 - 3	Officer, Asst Fire Prevention Officer	100%	45.19	2.71	47.90	4,023.60	105,015.96	46.07	2.76	48.83	4,101.72	107,054.89
1FIR 5 - 4		100%	45.19	4.07	49.26	4,137.84	107,997.62	46.07	4.15	50.22	4,218.48	110,102.33
1FIR 7 - 1		110%	49.71	0.00	49.71	4,175.56	108,982.01	50.68	0.00	50.68	4,256.87	111,104.25
1FIR 7 - 2	Fire Prevention Officer, Public Safety	110%	49.71	1.36	51.07	4,289.80	111,963.68	50.68	1.38	52.06	4,372.79	114,129.77
1FIR 7 - 3	Officer	110%	49.71	2.71	52.42	4,403.20	114,923.42	50.68	2.76	53.44	4,488.71	117,155.28
1FIR 7 - 4		110%	49.71	4.07	53.78	4,517.44	117,905.08	50.68	4.15	54.83	4,605.47	120,202.71
1FIR 11 - 1		117%	52.87	0.00	52.87	4,441.27	115,917.23	53.90	0.00	53.90	4,527.76	118,174.53
1FIR 11 - 2	Captain, Training Officer; Sr Public Safety	117%	52.87	1.36	54.23	4,555.51	118,898.89	53.90	1.38	55.28	4,643.68	121,200.04
1FIR 11 - 3	Officer, Sr Fire Prevention Officer, Chief	117%	52.87	2.71	55.58	4,668.91	121,858.63	53.90	2.76	56.66	4,759.60	124,225.55
1FIR 11 - 4	Mechanical Officer	117%	52.87	4.07	56.94	4,783.15	124,840.30	53.90	4.15	58.05	4,876.36	127,272.99
1FIR 14 - 1	Office Clerk (Prevention/Training)	60%	32.54	0.00	32.54	2,277.58	59,444.73	33.17	0.00	33.17	2,321.93	60,602.32
1FIR 16 - 1	Fire Service Technician	65%	29.37	0.00	29.37	2,467.37	64,398.46	29.95	0.00	29.95	2,515.42	65,652.51
1FIR 20 - 1		130%	58.75	0.00	58.75	4,934.75	128,796.92	59.89	0.00	59.89	5,030.84	131,305.03
1FIR 20 - 2	Platoon Chief, Chief Fire Prevention	130%	58.75	1.36	60.11	5,048.99	131,778.59	59.89	1.38	61.27	5,146.76	134,330.54
1FIR 20 - 3	Officer, Chief Training Officer	130%	58.75	2.71	61.46	5,162.39	134,738.33	59.89	2.76	62.65	5,262.68	137,356.05
1FIR 20 - 4		130%	58.75	4.07	62.82	5,276.63	137,719.99	59.89	4.15	64.04	5,379.44	140,403.49

Biweekly Formula per Article 8:01(2):

Annual Salary /# of calendar days / 6 days*84

Leap Year in 2004, 2008, 2012, 2016, 2020, 2024, 2028

Normal Year = 365

Leap Year = 366

Office Clerks Converted Rate Calculation - (FIR 5 - 1) base rate x 84 / 70 *60%.

	1.95% increase 01-Jan-18	1.95% increase 01-Jan-19
1st Class Firefighter Annual Rate	98,957.77	100,887.44
Biweekly rate per CBA	3,795.64	3,869.66
Hrly Rate per CBA	45.186	46.067
Hrly Rate rounded to 2 decimal places	45.19	46.07
Biweekly based on rounded hrly rate	3,795.96	3,869.88
Annualized based on rounded hrly rate	99,074.56	101,003.87
Recognition Pay 3, 6 & 9% of 1st Class hourly rate		Recognition Pay 3, 6 & 9% of 1st Class hourly rate
Less than 8 years - none	0.00	0.00
Completed 8 years by Dec 31	1.36	1.38
Completed 17 years by Dec 31	2.71	2.76
Completed 23 years by Dec 31	4.07	4.15
Relief earnings Codes		Relief earnings Codes
Code 230, Relief Captain 17%	7.68	7.83
Code 245, Relief Platoon Trainer 7%	3.16	3.22

Fire Payscales Jan 1/18 to Dec 31/23 (Prepared November 2021)

	Description	% of 1st Class Jan 1/15	Jan 1/20 Base	Jan 1/20 Ret Pay	Jan 1/20 Rate	Jan 1/20 biweekly	Jan 1/20 Annualized	Jan 1/21 Base	Jan 1/21 Ret Pay	Jan 1/21 Rate	Jan 1/21 biweekly	Jan 1/21 Annualized
1FIR 1 - 1	Prob Firefighter; Prob Fire ServTec	60%	28.10	0.00	28.10	2,360.74	61,615.21	28.73	0.00	28.73	2,413.15	62,983.27
1FIR 2 - 1	Firefighter 4th Class	70%	32.79	0.00	32.79	2,754.19	71,884.41	33.52	0.00	33.52	2,815.34	73,480.48
1FIR 3 - 1	Firefighter 3rd Class	80%	37.47	0.00	37.47	3,147.65	82,153.61	38.30	0.00	38.30	3,217.54	83,977.69
1FIR 4 - 1	Firefighter 2nd Class	90%	42.16	0.00	42.16	3,541.10	92,422.81	43.09	0.00	43.09	3,619.73	94,474.90
1FIR 5 - 1		100%	46.84	0.00	46.84	3,934.56	102,692.02	47.88	0.00	47.88	4,021.92	104,972.11
1FIR 5 - 2	Firefighter 1st Class; Asst Public Safety	100%	46.84	1.41	48.25	4,053.00	105,783.30	47.88	1.44	49.32	4,142.88	108,129.17
1FIR 5 - 3	Officer, Asst Fire Prevention Officer	100%	46.84	2.81	49.65	4,170.60	108,852.66	47.88	2.87	50.75	4,263.00	111,264.30
1FIR 5 - 4		100%	46.84	4.22	51.06	4,289.04	111,943.94	47.88	4.31	52.19	4,383.96	114,421.36
1FIR 7 - 1		110%	51.52	0.00	51.52	4,328.02	112,961.22	52.67	0.00	52.67	4,424.11	115,469.32
1FIR 7 - 2	Fire Prevention Officer, Public Safety	110%	51.52	1.41	52.93	4,446.46	116,052.50	52.67	1.44	54.11	4,545.07	118,626.38
1FIR 7 - 3	Officer	110%	51.52	2.81	54.33	4,564.06	119,121.86	52.67	2.87	55.54	4,665.19	121,761.51
1FIR 7 - 4		110%	51.52	4.22	55.74	4,682.50	122,213.15	52.67	4.31	56.98	4,786.15	124,918.57
1FIR 11 - 1	Captain, Training Officer; Sr Public Safety	117%	54.80	0.00	54.80	4,603.44	120,149.66	56.02	0.00	56.02	4,705.65	122,817.37
1FIR 11 - 2	Officer, Sr Fire Prevention Officer, Chief	117%	54.80	1.41	56.21	4,721.88	123,240.94	56.02	1.44	57.46	4,826.61	125,974.43
1FIR 11 - 3	Mechanical Officer	117%	54.80	2.81	57.61	4,839.48	126,310.30	56.02	2.87	58.89	4,946.73	129,109.56
1FIR 11 - 4		117%	54.80	4.22	59.02	4,957.92	129,401.59	56.02	4.31	60.33	5,067.69	132,266.62
1FIR 14 - 1	Office Clerk (Prevention/Training)	60%	33.72	0.00	33.72	2,360.74	61,615.21	34.47	0.00	34.47	2,413.15	62,983.27
1FIR 16 - 1	Fire Service Technician	65%	30.45	0.00	30.45	2,557.46	66,749.81	31.12	0.00	31.12	2,614.25	68,231.87
1FIR 20 - 1		130%	60.89	0.00	60.89	5,114.93	133,499.62	62.24	0.00	62.24	5,228.50	136,463.75
1FIR 20 - 2	Platoon Chief, Chief Fire Prevention	130%	60.89	1.41	62.30	5,233.37	136,590.90	62.24	1.44	63.68	5,349.46	139,620.80
1FIR 20 - 3	Officer, Chief Training Officer	130%	60.89	2.81	63.70	5,350.97	139,660.26	62.24	2.87	65.11	5,469.58	142,755.93
1FIR 20 - 4		130%	60.89	4.22	65.11	5,469.41	142,751.55	62.24	4.31	66.55	5,590.54	145,912.99

Biweekly Formula per Article 8:01(2):

Annual Salary /# of calendar days / 6 days*84

Leap Year in 2004, 2008, 2012, 2016, 2020, 2024, 2028

Normal Year = 365

Leap Year = 366

Office Clerks Converted Rate Calculation - (FIR 5 - 1) base rate x 84 / 70 *60%.

	1.95% increase	01-Jan-20	1.95% increase	01-Jan-21
1st Class Firefighter Annual Rate		102,854.75	1st Class Firefighter Annual Rate	104,860.42
Biweekly rate per CBA		3,934.33	Biweekly rate per CBA	4,022.04
Hrly Rate per CBA		46.837	Hrly Rate per CBA	47.881
Hrly Rate rounded to 2 decimal places		46.84	Hrly Rate rounded to 2 decimal places	47.88
Biweekly based on rounded hrly rate		3,934.56	Biweekly based on rounded hrly rate	4,021.92
Annualized based on rounded hrly rate		102,692.02	Annualized based on rounded hrly rate	104,972.11
Recognition Pay 3, 6 & 9% of 1st Class hourly rate			Recognition Pay 3, 6 & 9% of 1st Class hourly rate	
Less than 8 years - none	0.00		Less than 8 years - none	0.00
Completed 8 years by Dec 31	1.41		Completed 8 years by Dec 31	1.44
Completed 17 years by Dec 31	2.81		Completed 17 years by Dec 31	2.87
Completed 23 years by Dec 31	4.22		Completed 23 years by Dec 31	4.31
Relief earnings Codes			Relief earnings Codes	
Code 230, Relief Captain 17%	7.96		Code 230, Relief Captain 17%	8.14
Code 245, Relief Platoon Trainer 7%	3.28		Code 245, Relief Platoon Trainer 7%	3.35

Fire Payscales Jan 1/18 to Dec 31/23 (Prepared November 2021)

	Description	% of 1st Class Jan 1/15	Jan 1/22 Base	Jan 1/22 Ret Pay	Jan 1/22 Rate	Jan 1/22 biweekly	Jan 1/22 Annualized	Jan 1/23 Base	Jan 1/23 Ret Pay	Jan 1/23 Rate	Jan 1/23 biweekly	Jan 1/23 Annualized
1FIR 1 - 1	Prob Firefighter; Prob Fire ServTec	60%	29.29	0.00	29.29	2,460.53	64,219.78	29.86	0.00	29.86	2,508.41	65,469.45
1FIR 2 - 1	Firefighter 4th Class	70%	34.17	0.00	34.17	2,870.62	74,923.08	34.84	0.00	34.84	2,926.48	76,381.02
1FIR 3 - 1	Firefighter 3rd Class	80%	39.06	0.00	39.06	3,280.70	85,626.37	39.82	0.00	39.82	3,344.54	87,292.60
1FIR 4 - 1	Firefighter 2nd Class	90%	43.94	0.00	43.94	3,690.79	96,329.67	44.79	0.00	44.79	3,762.61	98,204.17
1FIR 5 - 1	Firefighter 1st Class; Asst Public Safety Officer, Asst Fire Prevention Officer	100%	48.82	0.00	48.82	4,100.88	107,032.97	49.77	0.00	49.77	4,180.68	109,115.75
1FIR 5 - 2		100%	48.82	1.46	50.28	4,223.52	110,233.87	49.77	1.49	51.26	4,305.84	112,382.42
1FIR 5 - 3		100%	48.82	2.93	51.75	4,347.00	113,456.70	49.77	2.99	52.76	4,431.84	115,671.02
1FIR 5 - 4		100%	48.82	4.39	53.21	4,469.64	116,657.60	49.77	4.48	54.25	4,557.00	118,937.70
1FIR 7 - 1	Fire Prevention Officer, Public Safety Officer	110%	53.70	0.00	53.70	4,510.97	117,736.26	54.75	0.00	54.75	4,598.75	120,027.32
1FIR 7 - 2		110%	53.70	1.46	55.16	4,633.61	120,937.17	54.75	1.49	56.24	4,723.91	123,294.00
1FIR 7 - 3		110%	53.70	2.93	56.63	4,757.09	124,160.00	54.75	2.99	57.74	4,849.91	126,582.60
1FIR 7 - 4		110%	53.70	4.39	58.09	4,879.73	127,360.90	54.75	4.48	59.23	4,975.07	129,849.27
1FIR 11 - 1	Captain, Training Officer; Sr Public Safety Officer, Sr Fire Prevention Officer, Chief Mechanical Officer	117%	57.12	0.00	57.12	4,798.03	125,228.57	58.23	0.00	58.23	4,891.40	127,665.43
1FIR 11 - 2		117%	57.12	1.46	58.58	4,920.67	128,429.48	58.23	1.49	59.72	5,016.56	130,932.10
1FIR 11 - 3		117%	57.12	2.93	60.05	5,044.15	131,652.30	58.23	2.99	61.22	5,142.56	134,220.70
1FIR 11 - 4		117%	57.12	4.39	61.51	5,166.79	134,853.21	58.23	4.48	62.71	5,267.72	137,487.38
1FIR 14 - 1	Office Clerk (Prevention/Training)	60%	35.15	0.00	35.15	2,460.53	64,219.78	35.83	0.00	35.83	2,508.41	65,469.45
1FIR 16 - 1	Fire Service Technician	65%	31.73	0.00	31.73	2,665.57	69,571.43	32.35	0.00	32.35	2,717.44	70,925.24
1FIR 20 - 1	Platoon Chief, Chief Fire Prevention Officer, Chief Training Officer	130%	63.47	0.00	63.47	5,331.14	139,142.86	64.70	0.00	64.70	5,434.88	141,850.47
1FIR 20 - 2		130%	63.47	1.46	64.93	5,453.78	142,343.76	64.70	1.49	66.19	5,560.04	145,117.15
1FIR 20 - 3		130%	63.47	2.93	66.40	5,577.26	145,566.59	64.70	2.99	67.69	5,686.04	148,405.75
1FIR 20 - 4		130%	63.47	4.39	67.86	5,699.90	148,767.49	64.70	4.48	69.18	5,811.20	151,672.42

Biweekly Formula per Article 8:01(2):

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Normal Year = 365

Leap Year = 366

Office Clerks Converted Rate Calculation - (FIR 5 - 1) base rate x 84 / 70 *60%.

	1.95% increase	01-Jan-22	1.95% increase	01-Jan-23
1st Class Firefighter Annual Rate		106,905.19	1st Class Firefighter Annual Rate	108,989.85
Biweekly rate per CBA		4,100.47	Biweekly rate per CBA	4,180.43
Hrly Rate per CBA		48.815	Hrly Rate per CBA	49.767
Hrly Rate rounded to 2 decimal places		48.82	Hrly Rate rounded to 2 decimal places	49.77
Biweekly based on rounded hrly rate		4,100.88	Biweekly based on rounded hrly rate	4,180.68
Annualized based on rounded hrly rate		107,032.97	Annualized based on rounded hrly rate	109,115.75
Recognition Pay 3, 6 & 9% of 1st Class hourly rate			Recognition Pay 3, 6 & 9% of 1st Class hourly rate	
Less than 8 years - none	0.00		Less than 8 years - none	0.00
Completed 8 years by Dec 31	1.46		Completed 8 years by Dec 31	1.49
Completed 17 years by Dec 31	2.93		Completed 17 years by Dec 31	2.99
Completed 23 years by Dec 31	4.39		Completed 23 years by Dec 31	4.48
Relief earnings Codes			Relief earnings Codes	
Code 230, Relief Captain 17%	8.30		Code 230, Relief Captain 17%	8.46
Code 245, Relief Platoon Trainer 7%	3.42		Code 245, Relief Platoon Trainer 7%	3.48

Fire Relief Within Bargaining Unit

Effective Date	Relief	Relief Platoon
	Captain 15% Code 230	Trainer 7% Code 245
1-Jan-03	4.42	2.06
1-Jan-04	4.56	2.13
1-Jan-05	4.74	2.21
1-Jul-05	4.74	2.21
1-Jan-06	4.88	2.28
1-Jan-07	5.04	2.35
1-Jan-08	5.19	2.42
1-Jan-09	5.37	2.50
1-Jan-10	5.53	2.58
1-Jan-11	5.70	2.66
1-Jan-12	5.76	2.69
1-Jul-12	5.85	2.73
1-Jan-13	5.96	2.78
1-Jul-13	6.04	2.82
1-Jan-14	6.13	2.86
1-Jul-14	6.22	2.90
Effective Date	Relief	Relief Platoon
	Captain 17% Code 230	Trainer 7% Code 245
1-Jan-15	7.19	2.96
1-Jan-16	7.26	2.99
1-Jul-16	7.34	3.02
1-Jan-17	7.46	3.07
1-Jul-17	7.53	3.10
1-Jan-18	7.68	3.16
1-Jan-19	7.83	3.22
1-Jan-20	7.96	3.28
1-Jan-21	8.14	3.35
1-Jan-22	8.30	3.42
1-Jan-23	8.46	3.48

Comp Rate Codes which will be used in Firehouse/Peoplesoft

Comp Rate Code	1-Jan-15	1-Jan-16	1-Jul-16	1-Jan-17	1-Jul-17	1-Jan-18	1-Jan-19	1-Jan-20	1-Jan-21	1-Jan-22	1-Jan-23
FR5-1	42.29	42.72	43.20	43.86	44.32	45.19	46.07	46.84	47.88	48.82	49.77
FR5-2	43.56	44.00	44.50	45.18	45.65	46.55	47.45	48.25	49.32	50.28	51.26
FR5-3	44.83	45.28	45.79	46.49	46.98	47.90	48.83	49.65	50.75	51.75	52.76
FR5-4	46.10	46.56	47.09	47.81	48.31	49.26	50.22	51.06	52.19	53.21	54.25
FR7-1	46.52	46.99	47.52	48.25	48.75	49.71	50.68	51.52	52.67	53.70	54.75
FR7-2	47.79	48.27	48.82	49.57	50.08	51.07	52.06	52.93	54.11	55.16	56.24
FR7-3	49.06	49.55	50.11	50.88	51.41	52.42	53.44	54.33	55.54	56.63	57.74
FR7-4	50.33	50.83	51.41	52.20	52.74	53.78	54.83	55.74	56.98	58.09	59.23
FR11-1	49.48	49.98	50.54	51.32	51.85	52.87	53.90	54.80	56.02	57.12	58.23
FR11-2	50.75	51.26	51.84	52.64	53.18	54.23	55.28	56.21	57.46	58.58	59.72
FR11-3	52.02	52.54	53.13	53.95	54.51	55.58	56.66	57.61	58.89	60.05	61.22
FR11-4	53.29	53.82	54.43	55.27	55.84	56.94	58.05	59.02	60.33	61.51	62.71
FR14-1	30.45	30.76	31.10	31.58	31.91	32.54	33.17	33.72	34.47	35.15	35.83
FR16-1	27.49	27.77	28.08	28.51	28.81	29.37	29.95	30.45	31.12	31.73	32.35
FR20-1	54.98	55.54	56.16	57.02	57.62	58.75	59.89	60.89	62.24	63.47	64.70
FR20-2	56.25	56.82	57.46	58.34	58.95	60.11	61.27	62.30	63.68	64.93	66.19
FR20-3	57.52	58.10	58.75	59.65	60.28	61.46	62.65	63.70	65.11	66.40	67.69
FR20-4	58.79	59.38	60.05	60.97	61.61	62.82	64.04	65.11	66.55	67.86	69.18

For use in Firehouse

Revised Oct 26, 2017

Updated Oct 30, 2021