

ARTICLE 13.

WAGES

Section 1. Wages.

The parties have agreed to the following pay increases during the term of this agreement. These increases are reflected in the wage charts below.

~~Effective with this agreement and to be paid within 30 days of the Arbitration award, a 5% lump sum payment will be paid to all then employed members of the bargaining unit. The lump sum payment will be calculated based on each bargaining unit employee's total compensation paid during the twelve-month period ending December 31, 2019. Total compensation includes base pay, longevity, incentive pay, and overtime pay. It does not include compensation earned during off duty employment.~~

~~Effective January 1, 2025¹, an across-the-board 24.0% wage increase will occur. and 1% lump sum will be paid to all then employed members of the bargaining unit in the month of January 2021 in the ordinary course of payroll. The lump sum payment will be calculated based on each bargaining unit employee's total compensation paid during the twelve-month period ending December 31, 2020. Total compensation includes base pay, longevity, incentive pay, and overtime pay. It does not include compensation earned during off duty employment.~~

Effective January 1, 2026², an across-the-board 34.0% wage increase will occur.

~~Effective January 1, 2027³, an across-the-board 2.54.0% wage increase will occur. and 0.5% lump sum will be paid to all then employed members of the bargaining unit in the month of January 2023 in the ordinary course of payroll. The lump sum payment will be calculated based on each bargaining unit employee's total compensation paid during the twelve-month period ending December 31, 2022. Total compensation includes base pay, longevity, incentive pay, and overtime pay. It does not include compensation earned during off duty employment.~~

~~Effective January 1, 2028⁴, an across-the-board 2.54.0% wage increase will occur and 0.5% lump sum will be paid to all then employed members of the bargaining unit in the month of January 2024 in the ordinary course of payroll. The lump sum payment will be calculated based on each bargaining unit employee's total compensation paid during the twelve-month period ending December 31, 2023. Total compensation includes base pay, longevity, incentive pay, and overtime pay. It does not include compensation earned during off duty employment.~~

Effective January 1, 2029, an across-the-board 4.0% wage increase will occur.

Section 2. Monthly Base Salaries.

Fire Fighter Rank Step Schedule.

- Step A - Fire Fighters, from Probation through eighteen (18) months after date of employment.
- Step B - Fire Fighters, from the 19th month after date of employment through completion of 60th month after date of employment.
- Step C - Fire Fighters, from the 61st month after date of employment until eligible for Fire Fighter Step D.
- Step D - Fire Fighters with at least ten (10) years seniority in rank and an Associate's Degree or higher or Fire Fighters with fifteen (15) years seniority in rank shall be eligible for Fire Fighter Step D.
- Step E - Fire Fighters with at least fifteen (15) years seniority in rank and an Associate's Degree or higher or Fire Fighters with twenty (20) years seniority in rank shall be eligible for Fire Fighter Step E.

	Step A	Step B	Step C	Step D	Step E
Effective 1/1/25	\$4,434	\$4,922	\$5,015	\$5,115	\$5,218
Effective 1/1/26	\$4,567	\$5,069	\$5,166	\$5,269	\$5,375
Effective 1/1/27	\$4,681	\$5,196	\$5,295	\$5,400	\$5,509
Effective 1/1/28	\$4,798	\$5,326	\$5,427	\$5,535	\$5,647

	Step A	Step B	Step C	Step D	Step E
Effective 1/1/25	\$4,990	\$5,539	\$5,644	\$5,756	\$5,873
Effective 1/1/26	\$5,190	\$5,761	\$5,870	\$5,987	\$6,108
Effective 1/1/27	\$5,397	\$5,991	\$6,105	\$6,226	\$6,352
Effective 1/1/28	\$5,613	\$6,231	\$6,349	\$6,475	\$6,606
Effective 1/1/29	\$5,838	\$6,480	\$6,603	\$6,734	\$6,870

Fire Engineer Rank Step Schedule

Step A - Fire Engineers with less than five (5) years seniority in rank.

Step B - Fire Engineers with five (5) or more years of seniority in rank.

Step C - Fire Engineers with at least five (5) years seniority in rank and an Associate's Degree or higher or Fire Engineers with ten (10) years seniority in rank shall be eligible for the Fire Engineer Step C.

Step D - Fire Engineers with at least ten (10) years seniority in rank and an Associate's Degree or higher or Fire Engineers with fifteen (15) years seniority in rank shall be eligible for the Fire Engineer Step D.

	Step-A	Step-B	Step-C	Step-D
Effective 1/1/25	\$5,396	\$5,498	\$5,609	\$5,720
Effective 1/1/26	\$5,558	\$5,663	\$5,777	\$5,892
Effective 1/1/27	\$5,697	\$5,804	\$5,922	\$6,039
Effective 1/1/28	\$5,839	\$5,949	\$6,070	\$6,190

	Step A	Step B	Step C	Step D
Effective 1/1/25	\$6,073	\$6,187	\$6,313	\$6,438
Effective 1/1/26	\$6,315	\$6,434	\$6,565	\$6,695
Effective 1/1/27	\$6,568	\$6,692	\$6,828	\$6,963
Effective 1/1/28	\$6,831	\$6,959	\$7,101	\$7,241
Effective 1/1/29	\$7,104	\$7,238	\$7,385	\$7,531

Lieutenant Rank Step Schedule

Step A - All Lieutenants not eligible for Lieutenant Step B.

Step B - Lieutenants with at least five (5) years seniority in rank and an Associate's Degree or higher or Lieutenants with ten (10) years seniority in rank shall be eligible for Lieutenant Step B.

Step-A	Step-B
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Effective 1/1/25	\$6,168	\$6,291
Effective 1/1/26	\$6,353	\$6,480
Effective 1/1/27	\$6,512	\$6,642
Effective 1/1/28	\$6,675	\$6,808

	Step A	Step B
Effective 1/1/25	\$6,942	\$7,080
Effective 1/1/26	\$7,220	\$7,364
Effective 1/1/27	\$7,508	\$7,658
Effective 1/1/28	\$7,809	\$7,964
Effective 1/1/29	\$8,121	\$8,283

Captain Rank Step Schedule

Step A - All Captains not eligible for Captain Step B.

Step B - Captains with at least five (5) years seniority in rank and an Associate's Degree or higher or Captains with ten (10) years seniority in rank shall be eligible for Captain Step B.

	Step-A	Step-B
Effective 1/1/25	\$7,049	\$7,191
Effective 1/1/26	\$7,261	\$7,407
Effective 1/1/27	\$7,442	\$7,592
Effective 1/1/28	\$7,628	\$7,782

	Step A	Step B
Effective 1/1/25	\$7,933	\$8,093
Effective 1/1/26	\$8,250	\$8,417
Effective 1/1/27	\$8,580	\$8,754
Effective 1/1/28	\$8,924	\$9,104
Effective 1/1/29	\$9,281	\$9,468

District Chief Rank Step Schedule

Step A - All District Chiefs not eligible for District Chief Step B.

Step B - District Chiefs with at least five (5) years seniority in rank and a Bachelor's Degree or higher or District Chiefs with ten (10) years seniority in rank shall be eligible for District Chief Step B.

	Step-A	Step-B
Effective 1/1/25	\$8,069	\$8,230
Effective 1/1/26	\$8,311	\$8,477
Effective 1/1/27	\$8,519	\$8,689

Effective 1/1/28	\$8,732	\$8,906
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	Step A	Step B
Effective 1/1/25	\$9,081	\$9,262
Effective 1/1/26	\$9,445	\$9,633
Effective 1/1/27	\$9,822	\$10,018
Effective 1/1/28	\$10,215	\$10,419
Effective 1/1/29	\$10,624	\$10,836

Section 3. Longevity.

In addition to wages as set forth in the pay schedule above, each Fire Fighter's base pay shall be increased by three percent (3%) for each five (5) years of his/her longevity, to a maximum of thirty (30) years, i.e., a thirty (30) year veteran would receive an additional payment not to exceed eighteen percent (18%). On each Fire Fighter's anniversary date, which is not a multiple of five (5), s/he shall receive an eight dollar (\$8.00) increase in his/her longevity pay per month, and the eight dollar (\$8.00) interim monthly adjustments will not increase any fifth year levels. The eight dollar (\$8.00) payment as noted herein shall be in lieu of the four dollar (\$4.00) per month per year of service payment called for in Chapter 141.032 Local Government Code and is specifically intended to supersede said section.

Date: _____

For the City

For the Association