

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, 2025~~Effective October 1, 2024, an across-the-board 24.0% wage increase will occur. In addition, each step shall receive the following reallocation from certain pays historically captured in Articles 20 and 22 to base salaries as reflected in the wage charts below:

Firefighter	Step A	Step B	Step C	Step D	Step E
Reallocated to base salary	4.3%	3.9%	3.8%	3.8%	3.7%
Effective total base salary increase with across-the-board and reallocation 10/1/24	8.3%	7.9%	7.8%	7.8%	7.7%

Fire Engineer	Step A	Step B	Step C	Step D
Reallocated to base salary	3.6%	3.5%	3.4%	3.4%
Effective total base salary increase with across-the-board and reallocation 10/1/24	7.6%	7.5%	7.4%	7.4%

Lieutenant	Step A	Step B
Reallocated to base salary	3.1%	3.1%
Effective total base salary increase with across-the-board and reallocation 10/1/24	7.1%	7.1%

Captain	Step A	Step B
Reallocated to base salary	2.7%	2.7%
Effective total base salary increase with across-the-board and reallocation 10/1/24	6.7%	6.7%

District Chief	Step A	Step B
Reallocated to base salary	2.4%	2.3%
Effective total base salary increase with across-the-board and reallocation 10/1/24	6.4%	6.3%

~~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, 2026~~October 1, 2025, an across-the-board ~~3.0%~~34.0% wage increase will occur.

Effective ~~January 1, 2027~~October 1, 2026, an across-the-board ~~2.5%~~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, 2028~~ October 1, 2027, an across-the-board ~~2.54.0%~~ 4.0% 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 October 1, 2028, 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
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Effective 10/1/24	\$5,198	\$5,747	\$5,852	\$5,964	\$6,081
Effective 10/1/25	\$5,406	\$5,977	\$6,086	\$6,203	\$6,324
Effective 10/1/26	\$5,622	\$6,216	\$6,330	\$6,451	\$6,577
Effective 10/1/27	\$5,847	\$6,465	\$6,583	\$6,709	\$6,840
Effective 10/1/28	\$6,081	\$6,723	\$6,846	\$6,978	\$7,114

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 10/1/24	\$6,281	\$6,395	\$6,521	\$6,646
Effective 10/1/25	\$6,532	\$6,651	\$6,782	\$6,911
Effective 10/1/26	\$6,793	\$6,917	\$7,053	\$7,188

Effective 10/1/27	\$7,065	\$7,193	\$7,335	\$7,475
Effective 10/1/28	\$7,347	\$7,481	\$7,628	\$7,774

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
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 10/1/24	\$7,150	\$7,288
Effective 10/1/25	\$7,436	\$7,580
Effective 10/1/26	\$7,733	\$7,883
Effective 10/1/27	\$8,043	\$8,198
Effective 10/1/28	\$8,364	\$8,526

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 10/1/24	\$8,141	\$8,301
Effective 10/1/25	\$8,467	\$8,633
Effective 10/1/26	\$8,805	\$8,979
Effective 10/1/27	\$9,158	\$9,338
Effective 10/1/28	\$9,524	\$9,711

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 10/1/24	\$9,289	\$9,470
Effective 10/1/25	\$9,661	\$9,849
Effective 10/1/26	\$10,047	\$10,243
Effective 10/1/27	\$10,449	\$10,653
Effective 10/1/28	\$10,867	\$11,079

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