

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, 2021, an across the board 2% 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, 2022, an across the board 3% wage increase will occur.~~

~~Effective January 1, 2023, an across the board 2.5% 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, 2024, an across the board 2.5% 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 upon execution of this agreement, an across-the board 7% wage increase will occur. In addition, effective approval of this contract, each step shall receive an increase to base pay of \$2,400 from certain pays historically captured in Articles 20 and 22. The effective total base salary increase with across-the-board reallocation is reflected in the following wage chart.

<u>Rank</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
<u>Firefighter</u>	<u>11.5%</u>	<u>11.0%</u>	<u>10.9%</u>	<u>10.9%</u>	<u>10.8%</u>
<u>Fire Engineer</u>	<u>10.7%</u>	<u>10.6%</u>	<u>10.5%</u>	<u>10.5%</u>	
<u>Lieutenant</u>	<u>10.2%</u>	<u>10.1%</u>			
<u>Captain</u>	<u>9.8%</u>	<u>9.7%</u>			
<u>District Chief</u>	<u>9.5%</u>	<u>9.4%</u>			

Effective October 1, 2025, an across-the-board 6% wage increase will occur.

Effective October 1, 2026, 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 19<sup>th</sup> month after date of employment through completion of 60<sup>th</sup> month after date of employment.
- Step C - Fire Fighters, from the 61<sup>st</sup> 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.



<u>Firefighter</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
<u>Effective Execution of this Agreement</u>					
<u>Monthly Amount</u>	<u>\$5,348</u>	<u>\$5,913</u>	<u>\$6,021</u>	<u>\$6,136</u>	<u>\$6,256</u>
<u>Annual Amount</u>	<u>\$64,174</u>	<u>\$70,954</u>	<u>\$72,251</u>	<u>\$73,637</u>	<u>\$75,075</u>
<u>Effective October 1, 2025</u>					
<u>Monthly Amount</u>	<u>\$5,669</u>	<u>\$6,268</u>	<u>\$6,382</u>	<u>\$6,505</u>	<u>\$6,632</u>
<u>Annual Amount</u>	<u>\$68,025</u>	<u>\$75,211</u>	<u>\$76,586</u>	<u>\$78,056</u>	<u>\$79,580</u>
<u>Effective October 1, 2026</u>					
<u>Monthly Amount</u>	<u>\$5,895</u>	<u>\$6,518</u>	<u>\$6,637</u>	<u>\$6,765</u>	<u>\$6,897</u>
<u>Annual Amount</u>	<u>\$70,746</u>	<u>\$78,220</u>	<u>\$79,649</u>	<u>\$81,178</u>	<u>\$82,763</u>

### 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.

<u>Fire Engineer</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>
<u>Effective Execution of this Agreement</u>				
<u>Monthly Amount</u>	<u>\$6,462</u>	<u>\$6,579</u>	<u>\$6,709</u>	<u>\$6,837</u>
<u>Annual Amount</u>	<u>\$77,541</u>	<u>\$78,953</u>	<u>\$80,507</u>	<u>\$82,048</u>
<u>Effective October 1, 2025</u>				
<u>Monthly Amount</u>	<u>\$6,849</u>	<u>\$6,974</u>	<u>\$7,111</u>	<u>\$7,248</u>
<u>Annual Amount</u>	<u>\$82,193</u>	<u>\$83,690</u>	<u>\$85,337</u>	<u>\$86,970</u>
<u>Effective October 1, 2026</u>				
<u>Monthly Amount</u>	<u>\$7,123</u>	<u>\$7,253</u>	<u>\$7,396</u>	<u>\$7,537</u>
<u>Annual Amount</u>	<u>\$85,481</u>	<u>\$87,038</u>	<u>\$88,751</u>	<u>\$90,449</u>

### 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.

<u>Lieutenant</u>	<u>Step A</u>	<u>Step B</u>
<u>Effective Execution of this Agreement</u>		
<u>Monthly Amount</u>	<u>\$7,356</u>	<u>\$7,499</u>
<u>Annual Amount</u>	<u>\$88,275</u>	<u>\$89,983</u>
<u>Effective October 1, 2025</u>		
<u>Monthly Amount</u>	<u>\$7,798</u>	<u>\$7,948</u>
<u>Annual Amount</u>	<u>\$93,572</u>	<u>\$95,382</u>
<u>Effective October 1, 2026</u>		
<u>Monthly Amount</u>	<u>\$8,110</u>	<u>\$8,266</u>
<u>Annual Amount</u>	<u>\$97,314</u>	<u>\$99,197</u>

#### 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.

<u>Captain</u>	<u>Step A</u>	<u>Step B</u>
<u>Effective Execution of this Agreement</u>		
<u>Monthly Amount</u>	<u>\$8,376</u>	<u>\$8,541</u>
<u>Annual Amount</u>	<u>\$100,512</u>	<u>\$102,489</u>
<u>Effective October 1, 2025</u>		
<u>Monthly Amount</u>	<u>\$8,879</u>	<u>\$9,053</u>
<u>Annual Amount</u>	<u>\$106,542</u>	<u>\$108,638</u>
<u>Effective October 1, 2026</u>		
<u>Monthly Amount</u>	<u>\$9,234</u>	<u>\$9,415</u>
<u>Annual Amount</u>	<u>\$110,804</u>	<u>\$112,984</u>

#### 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.



<u>District Chief</u>	<u>Step A</u>	<u>Step B</u>
<u>Effective Execution of this Agreement</u>		
<u>Monthly Amount</u>	<u>\$9,557</u>	<u>\$9,743</u>
<u>Annual Amount</u>	<u>\$114,687</u>	<u>\$116,921</u>
<u>Effective October 1, 2025</u>		
<u>Monthly Amount</u>	<u>\$10,131</u>	<u>\$10,328</u>
<u>Annual Amount</u>	<u>\$121,568</u>	<u>\$123,936</u>
<u>Effective October 1, 2026</u>		
<u>Monthly Amount</u>	<u>\$10,536</u>	<u>\$10,741</u>
<u>Annual Amount</u>	<u>\$126,431</u>	<u>\$128,894</u>

### 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