

Union April 20 Proposal Cost

	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	Total
Cumulative Cost	\$44,478,132	\$69,059,565	\$89,508,907	\$158,498,771	\$158,569,176	\$ 520,114,551

		Wages	Other Items*	Total
April 20	FY 2025	14.8%	2.7%	17.5%
	FY 2026	9.0%	2.7%	11.7%
	FY 2027	6.9%	2.7%	9.6%
		30.8%	8.1%	38.9%
		\$14,000 increase** ATB		Total
		10.8%	4.0%	14.8%
		5.0%	4.0%	9.0%
		2.9%	4.0%	6.9%
		18.8%	12.0%	30.8%

** FY 2025: \$7,500, FY 2026 \$4,000, FY 2027 \$2,500

Cost Components

	April 22, 2024	
Wages	325,276,625	Of this amount \$194.8 million is for the \$14,000 increase to base pay
*Other Items		
Overtime including Holiday Pay	36,396,252	
Uniform Commissary	1,747,683	
Clothing Allowance to Base Pay	(6,667,200)	
Incentive Pays	10,785,669	
Wellness Incentives	1,391,250	
Health Benefits	8,321,877	
Parental Leave	3,276,541	
Committees Administrative Leave	108,092	
Union Leave	1,633,085	
Total	\$ 382,269,874	
Fire work schedule	137,844,677	
Total	\$ 520,114,551	

Fire Collective Bargaining Wage Tables

Wages Effective October 1, 2024

\$7,500 4.00%

Title						A	B	C	D	E
FireFighter	\$67,679	\$74,268	\$75,529	\$76,877	\$78,275	17.5%	16.2%	16.0%	15.7%	15.5%
Fire Engineer	\$80,671	\$82,044	\$83,554	\$85,051		15.1%	14.9%	14.7%	14.5%	
Lieutenant	\$91,104	\$92,764				13.7%	13.5%			
Captain	\$102,997	\$104,919				12.5%	12.4%			
District Chief	\$116,775	\$118,947				11.4%	11.3%			

Wages Effective October 1, 2025

\$4,000 4.00%

Title						A	B	C	D	E
FireFighter	\$74,546	\$81,399	\$82,710	\$84,112	\$85,566	10.1%	9.6%	9.5%	9.4%	9.3%
Fire Engineer	\$88,058	\$89,485	\$91,056	\$92,613		9.2%	9.1%	9.0%	8.9%	
Lieutenant	\$98,908	\$100,634				8.6%	8.5%			
Captain	\$111,277	\$113,276				8.0%	8.0%			
District Chief	\$125,606	\$127,865				7.6%	7.5%			

Wages Effective October 1, 2026

\$2,500 4.00%

Title						A	B	C	D	E
FireFighter	\$80,128	\$87,255	\$88,619	\$90,076	\$91,588	7.5%	7.2%	7.1%	7.1%	7.0%
Fire Engineer	\$94,180	\$95,665	\$97,298	\$98,918		7.0%	6.9%	6.9%	6.8%	
Lieutenant	\$105,464	\$107,260				6.6%	6.6%			
Captain	\$118,328	\$120,407				6.3%	6.3%			
District Chief	\$133,231	\$135,579				6.1%	6.0%			