

**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 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.

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

Effective October 1, 2025, an across-the-board 8% wage increase will occur.

Effective October 1, 2026, an across-the-board 5% wage increase will occur.

**Section 2. 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.

Firefighter	Step A	Step B	Step C	Step D	Step E
Effective Execution of this Agreement					
Monthly Amount	\$5,348	\$5,913	\$6,021	\$6,136	\$6,256
Annual Amount	\$64,174	\$70,954	\$72,251	\$73,637	\$75,075
Effective October 1, 2025					
Monthly Amount	\$5,776	\$6,386	\$6,503	\$6,627	\$6,757
Annual Amount	\$69,308	\$76,630	\$78,031	\$79,528	\$81,082
Effective October 1, 2026					
Monthly Amount	\$6,064	\$6,705	\$6,828	\$6,959	\$7,095
Annual Amount	\$72,774	\$80,462	\$81,932	\$83,505	\$85,136

### **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.

Fire Engineer	Step A	Step B	Step C	Step D
Effective Execution of this Agreement				
Monthly Amount	\$6,462	\$6,579	\$6,709	\$6,837
Annual Amount	\$77,541	\$78,953	\$80,507	\$82,048
Effective October 1, 2025				
Monthly Amount	\$6,979	\$7,106	\$7,246	\$7,384
Annual Amount	\$83,744	\$85,269	\$86,947	\$88,611

Effective October 1, 2026				
Monthly Amount	\$7,328	\$7,461	\$7,608	\$7,753
Annual Amount	\$87,931	\$89,533	\$91,295	\$93,042

### **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.

<b>Lieutenant</b>	<b>Step A</b>	<b>Step B</b>
Effective Execution of this Agreement		
Monthly Amount	\$7,356	\$7,499
Annual Amount	\$88,275	\$89,983
Effective October 1, 2025		
Monthly Amount	\$7,945	\$8,098
Annual Amount	\$95,337	\$97,181
Effective October 1, 2026		
Monthly Amount	\$8,342	\$8,503
Annual Amount	\$100,104	\$102,040

### **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.

<b>Captain</b>	<b>Step A</b>	<b>Step B</b>
Effective Execution of this Agreement		
Monthly Amount	\$8,376	\$8,541
Annual Amount	\$100,512	\$102,489
Effective October 1, 2025		
Monthly Amount	\$9,046	\$9,224
Annual Amount	\$108,552	\$110,688
Effective October 1, 2026		
Monthly Amount	\$9,498	\$9,685



Annual Amount	\$113,980	\$116,222
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### **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.


<b>District Chief</b>	<b>Step A</b>	<b>Step B</b>
Effective Execution of this Agreement		
Monthly Amount	\$9,557	\$9,743
Annual Amount	\$114,687	\$116,921
Effective October 1, 2025		
Monthly Amount	\$10,322	\$10,523
Annual Amount	\$123,862	\$126,275
Effective October 1, 2026		
Monthly Amount	\$10,838	\$11,049
Annual Amount	\$130,055	\$132,588

### **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: 8/23/24

  
For the City

  
For the Association