

**CITY OF WEST ALLIS
ORDINANCE O-2023-0010**

**ORDINANCE TO ESTABLISH THE SALARIES FOR CERTAIN OFFICERS AND
EMPLOYEES IN THE FIRE DEPARTMENT FOR 2022 TO 2025**

WHEREAS, the West Allis Professional Firefighters Association Local 342 and the City of West Allis have ratified a collective bargaining agreement under R-2023-0093;

NOW THEREFORE, the common council of the City of West Allis do ordain as follows:

The wages and salary ranges for the certain officers and employees of the Fire Department commencing the first full pay period after January 1, 2022, shall be as listed in Attachment 1 (Schedule R and P)

The wages and salary ranges for the certain officers and employees of the Fire Department commencing the first full pay period after May 1, 2023, shall be as listed in Attachment 2 (Schedule R and P).

The wages and salary ranges for the certain officers and employees of the Fire Department commencing the first full pay period after May 1, 2024, shall be as listed in Attachment 3 (Schedule R and P).

The wages and salary ranges for the certain officers and employees of the Fire Department commencing the first full pay period after July 1, 2025, shall be as listed in Attachment 4 (Schedule R and P).

Wages and salaries provided in this ordinance are on a bi-weekly basis except where an hourly rate only is shown for a position. Annual, monthly, or hourly salaries or wages, where shown in this ordinance, are for reference purposes only except where only an hourly rate is shown for a position

SECTION 1: **AMENDMENT** “Salary Schedule” of the City Of West Allis Municipal Code is hereby *amended* as follows:

A M E N D M E N T

Salary Schedule

1. Establishment

- a. Compensation Paid. City employees and officers shall receive compensation based on the salary schedule in this ordinance, the terms of an employment contract, or the terms of a collective bargaining agreement.
- b. Residency Defined. If an employee or officer's compensation is based that

person being a City resident, residency shall be determined based upon the same factors as domicile or legal residence is determined for Wisconsin state income tax purposes.

2. Automatic Cost of Living Adjustments. This salary schedule does not include an automatic adjustment for personnel in conformity with fluctuations upwards and downwards in the cost of living.
3. Employee and Appointed Officer Salaries. Each City employee and officer who holds a position recognized within the salary schedule below shall receive compensation within the range assigned to the salary grade for that employee's or officer's position.

Start Date	End Date	Salary Schedule	Ordinance
1/8/23	None	Link	O-2023-0006 O-2022-0167
10/16/22	1/7/23	Link	O-2022-0149
9/18/22	10/15/22	Link	O-2022-0140
9/4/22	9/17/22	Link	O-2022-0128
7/12/22	9/3/22	Link	O-2022-0107
6/7/22	7/11/22	Link	O-2022-0090
5/3/22	6/6/22	Link	O-2022-0084
4/19/22	5/2/22	Link	O-2022-0075
4/7/22	4/18/22	Link	O-2022-0047
2/2/22	4/6/22	Link	O-2022-0036
1/11/22	2/1/22	Link	O-2022-0012
10/3/21	1/10/22	Link	O-2021-0076
7/13/21	10/2/21	Link	O-2021-0051
6/15/21	7/12/21	Link	O-2021-0049
6/1/21	6/14/21	Link	O-2021-0042
3/2/21	5/31/21	Link	O-2021-0022
2/2/21	3/1/21	Link	
12/15/20	2/1/21	Link	O-2020-0058
10/18/20	12/17/20	Link	
9/1/20	10/17/20	Link	
3/17/20	8/31/20	Link	

3/3/20	3/16/20	Link	
1/7/20	3/2/20	Link	
8/6/19	1/6/20	Link	
3/19/19	8/5/19	Link	
10/16/18	3/18/19	Link	
10/2/18	10/15/18	Link	
6/19/18	10/1/18	Link	
4/17/18	6/18/18	Link	
3/6/18	4/16/18	Link	
1/14/18	3/5/18	Link	

4. Elected Officer Salaries. Elected officers shall receive annual salaries as indicated in this subsection. Salaries for elected officers shall be paid in biweekly payments in the same manner as employees and appointed officers.

a. Alderperson

Date	Annual Salary
Effective 4/21/2020	\$10,000
Effective 1/1/2021	\$10,200
Effective 1/1/2022	\$10,400
Effective 1/1/2023	\$10,600
Effective 1/1/2024	\$10,800

b. Mayor

Date	Annual Salary
Effective 4/21/2020	\$73,583.75
Effective 4/20/2021	\$75,791.26
Effective 4/19/2022	\$78,065.00
Effective 4/18/2023	\$80,406.95

c. Municipal Judge

Date	Annual Salary
Effective 5/1/2019	\$69,603.82

5. Hourly Employee Pay Rates. Each City employee who holds a position recognized below shall receive compensation within the range assigned but shall not receive benefits. The rates assigned to any position shall increase by 5% if the employee is a City resident.

Position	Minimum Hourly Pay	Maximum Hourly Pay
Children's Program Care Provider	\$10.00	\$14.71
Code Enforcement Part-Time Inspector	\$24.51	\$29.41
Co-Facilitator (WISH)	\$25.00	\$30.00
Co-op/Intern/Temporary Seasonal Laborer	\$12.00	\$20.00
Community Service Officer	\$11.76	\$14.71
Lead Library Page	\$12.00	\$17.00
Library Page	\$10.00	\$12.00
Market Attendant	\$17.56	\$24.08
Neighborhood Partnership Specialist	\$18.00	\$23.00
Part-Time Cleaner	\$17.00	\$21.00
Police Background Investigator	\$24.51	\$29.41

6. Election Official Pay Rates. Any person who is appointed as an election official under Wis. Stat. 7.30 or seeking that appointment shall receive compensation of:
- \$125.00 per full day of work on election day as an inspector. The city clerk may authorize up to \$50.00 in additional pay for meeting performance metrics established by the city clerk.
 - \$150.00 per full day of work on election day as an assistant chief inspector. The city clerk may authorize up to \$75.00 in additional pay for meeting performance metrics established by the city clerk.
 - \$175.00 per full day of work on election day as a chief inspector of a polling place. The city clerk may authorize up to \$100.00 in additional pay for meeting performance metrics established by the city clerk.
 - \$25.00 for attending an instructional meeting prior to election day.
 - \$15.00 per hour for any of the following:
 - training prior to election day.
 - working as a special voting deputy under Wis. Stat. 6.875.
 - \$350.00 per full day of work on election day as chief inspector of the location canvassing absentee ballots under Wis. Stat. 7.52. The city clerk may

authorize up to \$100.00 in additional pay for meeting performance metrics established by the city clerk.

7. Unlisted Positions. Each City employee and officer who holds a position not recognized within this salary schedule shall receive compensation in the manner described in that employee's or officer's employment contract or collective bargaining agreement.

[Fire Department Salary Schedule - Effective 1/1/22-12/31/25 \(Link\)](#)

[Fire Department Salary Schedule - Effective 4/5/20-12/31/21 \(Link\)](#)

Wis. Stat. 7.03, 62.09(6), 66.0507, 755.04

SECTION 2: **REPEALER CLAUSE** All ordinances or resolutions or parts thereof, which are in conflict herewith, are hereby repealed.

SECTION 3: **EFFECTIVE DATE** This Ordinance shall be in full force and effect on and after the required approval and publication according to law.

PASSED AND ADOPTED BY THE CITY OF WEST ALLIS COUNCIL FEBRUARY 07, 2023.

	AYE	NAY	ABSENT	ABSTAIN
Ald. Vince Vitale	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
Ald. Ray Turner	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
Ald. Tracy Stefanski	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
Ald. Marty Weigel	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
Ald. Suzzette Grisham	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
Ald. Danna Kuehn	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
Ald. Thomas Lajsic	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
Ald. Dan Roadt	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
Ald. Rosalie Reinke	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
Ald. Kevin Haass	<u>X</u>	<u> </u>	<u> </u>	<u> </u>

Attest

Presiding Officer



Rebecca Grill, City Clerk, City Of
West Allis



Dan Devine, Mayor, City Of West
Allis



ATTACHMENT 1

FIRE UNION PAY SCHEDULE EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JANUARY 1, 2022 RESIDENT (R) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Fire Fighter (103.68 hr)	Hourly	20.155	23.337	25.385	27.432	28.979	30.295
	Bi-Weekly	2,089.67	2,419.58	2,631.92	2,844.15	3,004.54	3,140.99
	Annual	54,331.42	62,909.08	68,429.92	73,947.90	78,118.04	81,665.74
	Holiday	3,578.78	4,143.74	4,507.40	4,870.93	5,145.62	5,379.26
	Total Annual Pay	57,910.20	67,052.82	72,937.32	78,818.83	83,263.66	87,045.00
Equipment Operator (103.68 hr)	Hourly	31.766					
	Bi-Weekly	3,293.50					
	Annual	85,631.00					
	Holiday	5,640.49					
	Total Annual Pay	91,271.49					
Lieutenant (103.68 hr)	Hourly	32.215	33.396				
	Bi-Weekly	3,340.05	3,462.50				
	Annual	86,841.30	90,025.00				
	Holiday	5,720.22	5,929.84				
	Total Annual Pay	92,561.52	95,954.84				
MIH Lieutenant	Hourly						
	Bi-Weekly						
	Annual						
	Holiday						
	Total Annual Pay						
MIH/CCP Lieutenant	Hourly	41.751	43.281				
	Bi-Weekly	3,340.08	3,462.48				
	Annual	86,842.08	90,024.48				
	Holiday	5,720.22	5,929.84				
	Total Annual Pay	92,562.30	95,954.32				
Captain (103.68 hr)	Hourly	34.126	35.598				
	Bi-Weekly	3,538.18	3,690.80				
	Annual	91,992.68	95,960.80				
	Holiday	6,059.46	6,320.82				
	Total Annual Pay	98,052.14	102,281.62				
Captain (80 hr)	Hourly	44.227	46.135				
	Bi-Weekly	3,538.16	3,690.80				
	Annual	91,992.16	95,960.80				
	Holiday	6,059.46	6,320.82				
	Total Annual Pay	98,051.62	102,281.62				

ATTACHMENT 1

(continued)

FIRE UNION PAY SCHEDULE EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JANUARY 1, 2022 PERIMETER (P) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Fire Fighter (103.68 hr)	Hourly	19.781	22.899	24.906	26.914	28.439	29.722
	Bi-Weekly	2,050.89	2,374.17	2,582.25	2,790.44	2,948.56	3,081.58
	Annual	53,323.14	61,728.42	67,138.50	72,551.44	76,662.56	80,121.08
	Holiday	3,512.39	4,066.00	4,422.40	4,778.93	5,049.66	5,277.49
	Total Annual Pay	56,835.53	65,794.42	71,560.90	77,330.37	81,712.22	85,398.57
Equipment Operator (103.68 hr)	Hourly	31.170					
	Bi-Weekly	3,231.71					
	Annual	84,024.46					
	Holiday	5,534.63					
	Total Annual Pay	89,559.09					
Lieutenant (103.68 hr) MIH Lieutenant MIH/CCP Lieutenant	Hourly	31.604	32.762				
	Bi-Weekly	3,276.70	3,396.76				
	Annual	85,194.20	88,315.76				
	Holiday	5,611.72	5,817.24				
	Total Annual Pay	90,805.92	94,133.00				
Lieutenant (80 hr) MIH Lieutenant MIH/CCP Lieutenant	Hourly	40.959	42.460				
	Bi-Weekly	3,276.72	3,396.80				
	Annual	85,194.72	88,316.80				
	Holiday	5,611.72	5,817.37				
	Total Annual Pay	90,806.44	94,134.17				
Captain (103.68 hr)	Hourly	33.485	34.926				
	Bi-Weekly	3,471.72	3,621.13				
	Annual	90,264.72	94,149.38				
	Holiday	5,945.68	6,201.49				
	Total Annual Pay	96,210.40	100,350.87				
Captain (80 hr)	Hourly	43.397	45.264				
	Bi-Weekly	3,471.76	3,621.12				
	Annual	90,265.76	94,149.12				
	Holiday	5,945.68	6,201.49				
	Total Annual Pay	96,211.44	100,350.61				

ATTACHMENT 2

FIRE UNION PAY SCHEDULE EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING MAY 1, 2023 RESIDENT (R) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Fire Fighter (103.68 hr)	Hourly	20.659	23.920	26.020	28.118	29.703	31.052
	Bi-Weekly	2,141.93	2,480.03	2,697.75	2,915.27	3,079.61	3,219.47
	Annual	55,690.18	64,480.78	70,141.50	75,797.02	80,069.86	83,706.22
	Holiday	3,668.28	4,247.23	4,620.13	4,992.64	5,274.06	5,513.64
	Total Annual Pay	59,358.46	68,728.01	74,761.63	80,789.66	85,343.92	89,219.86
Equipment Operator (103.68 hr)	Hourly	32.560					
	Bi-Weekly	3,375.82					
	Annual	87,771.32					
	Holiday	5,781.47					
	Total Annual Pay	93,552.79					
Lieutenant (103.68 hr)	Hourly	33.020	34.231				
	Bi-Weekly	3,423.51	3,549.07				
	Annual	89,011.26	92,275.82				
	Holiday	5,863.04	6,078.07				
	Total Annual Pay	94,874.30	98,353.89				
MIH Lieutenant	Hourly						
	Bi-Weekly						
	Annual						
	Holiday						
	Total Annual Pay						
MIH/CCP Lieutenant	Hourly	42.794	44.363				
	Bi-Weekly	3,423.52	3,549.04				
	Annual	89,011.52	92,275.04				
	Holiday	5,863.04	6,078.07				
	Total Annual Pay	94,874.56	98,353.11				
Captain (103.68 hr)	Hourly	34.979	36.488				
	Bi-Weekly	3,626.62	3,783.08				
	Annual	94,292.12	98,360.08				
	Holiday	6,211.00	6,478.82				
	Total Annual Pay	100,503.12	104,838.90				
Captain (80 hr)	Hourly	45.333	47.289				
	Bi-Weekly	3,626.64	3,783.12				
	Annual	94,292.64	98,361.12				
	Holiday	6,211.00	6,478.96				
	Total Annual Pay	100,503.64	104,840.08				

ATTACHMENT 2

(continued)

FIRE UNION PAY SCHEDULE EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING MAY 1, 2023 PERIMETER (P) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Fire Fighter (103.68 hr)	Hourly	20.276	23.471	25.529	27.587	29.150	30.465
	Bi-Weekly	2,102.22	2,433.47	2,646.85	2,860.22	3,022.27	3,158.61
	Annual	54,657.72	63,270.22	68,818.10	74,365.72	78,579.02	82,123.86
	Holiday	3,600.30	4,167.50	4,533.01	4,898.39	5,175.98	5,409.36
	Total Annual Pay	58,258.02	67,437.72	73,351.11	79,264.11	83,755.00	87,533.22
Equipment Operator (103.68 hr)	Hourly	31.949					
	Bi-Weekly	3,312.47					
	Annual	86,124.22					
	Holiday	5,672.96					
	Total Annual Pay	91,797.18					
Lieutenant (103.68 hr) MIH Lieutenant MIH/CCP Lieutenant	Hourly	32.394	33.581				
	Bi-Weekly	3,358.61	3,481.68				
	Annual	87,323.86	90,523.68				
	Holiday	5,751.90	5,962.70				
	Total Annual Pay	93,075.76	96,486.38				
Lieutenant (80 hr) MIH Lieutenant MIH/CCP Lieutenant	Hourly	41.983	43.521				
	Bi-Weekly	3,358.64	3,481.68				
	Annual	87,324.64	90,523.68				
	Holiday	5,752.03	5,962.70				
	Total Annual Pay	93,076.67	96,486.38				
Captain (103.68 hr)	Hourly	34.322	35.799				
	Bi-Weekly	3,558.50	3,711.64				
	Annual	92,521.00	96,502.64				
	Holiday	6,094.31	6,356.59				
	Total Annual Pay	98,615.31	102,859.23				
Captain (80 hr)	Hourly	44.481	46.396				
	Bi-Weekly	3,558.48	3,711.68				
	Annual	92,520.48	96,503.68				
	Holiday	6,094.18	6,356.59				
	Total Annual Pay	98,614.66	102,860.27				

ATTACHMENT 3

FIRE UNION PAY SCHEDULE EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING MAY 1, 2024 RESIDENT (R) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Fire Fighter (103.68 hr)	Hourly	21.175	24.518	26.671	28.821	30.446	31.828
	Bi-Weekly	2,195.42	2,542.03	2,765.25	2,988.16	3,156.64	3,299.93
	Annual	57,080.92	66,092.78	71,896.50	77,692.16	82,072.64	85,798.18
	Holiday	3,759.89	4,353.49	4,735.76	5,117.51	5,406.06	5,651.45
	Total Annual Pay	60,840.81	70,446.27	76,632.26	82,809.67	87,478.70	91,449.63
Equipment Operator (103.68 hr)	Hourly	33.374					
	Bi-Weekly	3,460.22					
	Annual	89,965.72					
	Holiday	5,926.01					
	Total Annual Pay	95,891.73					
Lieutenant (103.68 hr) MIH Lieutenant MIH/CCP Lieutenant	Hourly	33.846	35.087				
	Bi-Weekly	3,509.15	3,637.82				
	Annual	91,237.90	94,583.32				
	Holiday	6,009.70	6,230.14				
	Total Annual Pay	97,247.60	100,813.46				
Lieutenant (80 hr) MIH Lieutenant MIH/CCP Lieutenant	Hourly	43.864	45.473				
	Bi-Weekly	3,509.12	3,637.84				
	Annual	91,237.12	94,583.84				
	Holiday	6,009.70	6,230.14				
	Total Annual Pay	97,246.82	100,813.98				
Captain (103.68 hr)	Hourly	35.853	37.400				
	Bi-Weekly	3,717.24	3,877.63				
	Annual	96,648.24	100,818.38				
	Holiday	6,366.10	6,640.79				
	Total Annual Pay	103,014.34	107,459.17				
Captain (80 hr)	Hourly	46.466	48.470				
	Bi-Weekly	3,717.28	3,877.60				
	Annual	96,649.28	100,817.60				
	Holiday	6,366.23	6,640.79				
	Total Annual Pay	103,015.51	107,458.39				

ATTACHMENT 3

(continued)

FIRE UNION PAY SCHEDULE EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING MAY 1, 2024 PERIMETER (P) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Fire Fighter (103.68 hr)	Hourly	20.783	24.058	26.167	28.277	29.879	31.227
	Bi-Weekly	2,154.78	2,494.33	2,712.99	2,931.76	3,097.85	3,237.62
	Annual	56,024.28	64,852.58	70,537.74	76,225.76	80,544.10	84,178.12
	Holiday	3,690.32	4,271.78	4,646.27	5,020.88	5,305.34	5,544.79
	Total Annual Pay	59,714.60	69,124.36	75,184.01	81,246.64	85,849.44	89,722.91
Equipment Operator (103.68 hr)	Hourly	32.748					
	Bi-Weekly	3,395.31					
	Annual	88,278.06					
	Holiday	5,814.73					
	Total Annual Pay	94,092.79					
Lieutenant (103.68 hr) MIH Lieutenant MIH/CCP Lieutenant	Hourly	33.204	34.421				
	Bi-Weekly	3,442.59	3,568.77				
	Annual	89,507.34	92,788.02				
	Holiday	5,895.78	6,111.86				
	Total Annual Pay	95,403.12	98,899.88				
Lieutenant (80 hr) MIH Lieutenant MIH/CCP Lieutenant	Hourly	43.032	44.610				
	Bi-Weekly	3,442.56	3,568.80				
	Annual	89,506.56	92,788.80				
	Holiday	5,895.65	6,111.86				
	Total Annual Pay	95,402.21	98,900.66				
Captain (103.68 hr)	Hourly	35.180	36.694				
	Bi-Weekly	3,647.46	3,804.43				
	Annual	94,833.96	98,915.18				
	Holiday	6,246.64	6,515.39				
	Total Annual Pay	101,080.60	105,430.57				
Captain (80 hr)	Hourly	45.593	47.555				
	Bi-Weekly	3,647.44	3,804.40				
	Annual	94,833.44	98,914.40				
	Holiday	6,246.64	6,515.39				
	Total Annual Pay	101,080.08	105,429.79				

ATTACHMENT 4

FIRE UNION PAY SCHEDULE EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JULY 1, 2025 RESIDENT (R) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Fire Fighter (103.68 hr)	Hourly	21.863	25.315	27.538	29.758	31.435	32.862
	Bi-Weekly	2,266.76	2,624.66	2,855.14	3,085.31	3,259.18	3,407.13
	Annual	58,935.76	68,241.16	74,233.64	80,218.06	84,738.68	88,585.38
	Holiday	3,881.99	4,495.00	4,889.68	5,283.83	5,581.62	5,835.06
	Total Annual Pay	62,817.75	72,736.16	79,123.32	85,501.89	90,320.30	94,420.44
Equipment Operator (103.68 hr)	Hourly	34.459					
	Bi-Weekly	3,572.71					
	Annual	92,890.46					
	Holiday	6,118.60					
	Total Annual Pay	99,009.06					
Lieutenant (103.68 hr) MIH Lieutenant MIH/CCP Lieutenant	Hourly	34.946	36.227				
	Bi-Weekly	3,623.20	3,756.02				
	Annual	94,203.20	97,656.52				
	Holiday	6,205.06	6,432.49				
	Total Annual Pay	100,408.26	104,089.01				
Lieutenant (80 hr) MIH Lieutenant MIH/CCP Lieutenant	Hourly	45.290	46.950				
	Bi-Weekly	3,623.20	3,756.00				
	Annual	94,203.20	97,656.00				
	Holiday	6,205.06	6,432.49				
	Total Annual Pay	100,408.26	104,088.49				
Captain (103.68 hr)	Hourly	37.018	38.616				
	Bi-Weekly	3,838.03	4,003.71				
	Annual	99,788.78	104,096.46				
	Holiday	6,572.94	6,856.74				
	Total Annual Pay	106,361.72	110,953.20				
Captain (80 hr)	Hourly	47.975	50.046				
	Bi-Weekly	3,838.00	4,003.68				
	Annual	99,788.00	104,095.68				
	Holiday	6,572.94	6,856.74				
	Total Annual Pay	106,360.94	110,952.42				

ATTACHMENT 4

(continued)

FIRE UNION PAY SCHEDULE EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JULY 1, 2025 PERIMETER (P) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Fire Fighter (103.68 hr)	Hourly	21.458	24.840	27.017	29.196	30.850	32.242
	Bi-Weekly	2,224.77	2,575.41	2,801.12	3,027.04	3,198.53	3,342.85
	Annual	57,844.02	66,960.66	72,829.12	78,703.04	83,161.78	86,914.10
	Holiday	3,810.18	4,410.65	4,797.14	5,184.04	5,477.74	5,724.97
	Total Annual Pay	61,654.20	71,371.31	77,626.26	83,887.08	88,639.52	92,639.07
Equipment Operator (103.68 hr)	Hourly	33.812					
	Bi-Weekly	3,505.63					
	Annual	91,146.38					
	Holiday	6,003.76					
	Total Annual Pay	97,150.14					
Lieutenant (103.68 hr)	Hourly	34.283	35.540				
	Bi-Weekly	3,554.46	3,684.79				
	Annual	92,415.96	95,804.54				
	Holiday	6,087.31	6,310.52				
	Total Annual Pay	98,503.27	102,115.06				
MIH Lieutenant	Hourly						
	Bi-Weekly						
	Annual						
	Holiday						
	Total Annual Pay						
MIH/CCP Lieutenant	Hourly						
	Bi-Weekly						
	Annual						
	Holiday						
	Total Annual Pay						
Lieutenant (80 hr)	Hourly	44.431	46.060				
	Bi-Weekly	3,554.48	3,684.80				
	Annual	92,416.48	95,804.80				
	Holiday	6,087.44	6,310.52				
	Total Annual Pay	98,503.92	102,115.32				
MIH/CCP Lieutenant	Hourly						
	Bi-Weekly						
	Annual						
	Holiday						
	Total Annual Pay						
Captain (103.68 hr)	Hourly	36.323	37.887				
	Bi-Weekly	3,765.97	3,928.12				
	Annual	97,915.22	102,131.12				
	Holiday	6,449.52	6,727.25				
	Total Annual Pay	104,364.74	108,858.37				
Captain (80 hr)	Hourly	47.075	49.102				
	Bi-Weekly	3,766.00	3,928.16				
	Annual	97,916.00	102,132.16				
	Holiday	6,449.65	6,727.38				
	Total Annual Pay	104,365.65	108,859.54				