

EXHIBIT A - 2025, 2026, 2027 Fire Wages

- Wage increase - 1% market rate adjustment for first responders 2025, and 4% each year
- EMT wage supplement - 3%
- OT is paid at rate of 1.94

- Contractual wage is hourly rate
- Paramedic wage supplement - 7.5%
- Officer rank differential - 10%
- Hours worked per year - 2688.40

CADETS

	2025 Hourly	2025 Annual	2026 Hourly	2026 Annual	2027 Hourly	2027 Annual
Basic wage	25.90	69,629.56	26.94	72,425.50	28.02	75,328.97
Basic wage with EMT	26.69	71,753.40	27.76	74,629.98	28.87	77,614.11
Basic wage with Paramedic	28.72	77,210.85	29.87	80,302.51	31.06	83,501.70
Basic OT	50.25		52.26		54.35	
Basic OT with EMT	51.78		53.85		56.00	
Basic OT with Paramedic	55.71		57.94		60.26	

FIREFIGHTERS

Upon completion of probationary period

	2025 Hourly	2025 Annual	2026 Hourly	2026 Annual	2027 Hourly	2027 Annual
Basic wage	0.00	0.00	0.00	0.00	0.00	0.00
Basic wage with EMT	0.00	0.00	0.00	0.00	0.00	0.00
Basic wage with Paramedic	32.28	86,781.55	33.57	90,249.59	34.91	93,852.04
Basic OT	0.00		0.00		0.00	
Basic OT with EMT	0.00		0.00		0.00	
Basic OT with Paramedic	62.62		65.12		67.72	

SENIOR FIREFIGHTERS

Upon completion of four years of service

	2025 Hourly	2025 Annual	2026 Hourly	2026 Annual	2027 Hourly	2027 Annual
Basic wage	32.19	86,539.60	33.48	90,007.63	34.82	93,610.09
Basic wage with EMT	33.18	89,201.11	34.51	92,776.68	35.89	96,486.68
Basic wage with Paramedic	35.70	95,975.88	37.13	99,820.29	38.62	103,826.01
Basic OT	62.45		64.95		67.55	
Basic OT with EMT	64.37		66.94		69.62	
Basic OT with Paramedic	69.26		72.03		74.91	

LIEUTENANTS

	2025 Hourly	2025 Annual	2026 Hourly	2026 Annual	2027 Hourly	2027 Annual
Basic wage	0.00	0.00	0.00	0.00	0.00	0.00
Basic wage with EMT	36.50	98,126.60	37.96	102,051.66	39.48	106,138.03
Basic wage with Paramedic	39.28	105,600.35	40.85	109,821.14	42.48	114,203.23
Basic OT	0.00		0.00		0.00	
Basic OT with EMT	70.80		73.63		76.58	
Basic OT with Paramedic	76.21		79.26		82.43	

CAPTAINS

	2025 Hourly	2025 Annual	2026 Hourly	2026 Annual	2027 Hourly	2027 Annual
Basic wage	0.00	0.00	0.00	0.00	0.00	0.00
Basic wage with EMT	40.15	107,939.26	41.76	112,267.58	43.43	116,757.21
Basic wage with Paramedic	43.21	116,165.76	44.94	120,816.70	46.74	125,655.82
Basic OT	0.00		0.00		0.00	
Basic OT with EMT	77.90		81.02		84.26	
Basic OT with Paramedic	83.82		87.17		90.66	