

MEMORANDUM OF AGREEMENT

CITY OF BOSTON

and

LOCAL 718, INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, AFL-CIO,CLC

This Memorandum of Agreement ("Agreement") is made pursuant to Massachusetts General Laws Chapter 150E between the parties City of Boston ("City") and Local 718, IAFF, AFL-CIO, CLC ("Union").

This Memorandum of Agreement supplements and amends the parties' Collective Bargaining Agreement effective July 1, 2007 through June 30, 2010. Except as expressly provided below, the parties agree that the terms and provisions of their Collective Bargaining Agreement effective July 1, 2007 through June 30, 2010, shall be extended without modification for the period commencing on July 1, 2010 and ending on June 30, 2011.

COMPENSATION (Article XX)

Amend Section 1 as follows:

Effective the first pay period January, 2011, 2.5% base wage increase to all compensation elements as provided in all sections of Article XX and to such other compensation elements calculated on or reflecting base compensation, including, but not limited to, holiday and overtime compensation, and sick, injured, vacation and all other authorized leave compensation, and pension contribution and benefit calculations.

DURATION (Article XXI)

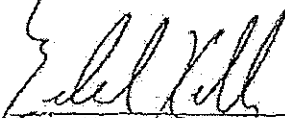
Amend first sentence to provide:

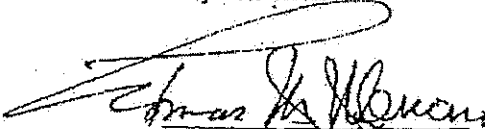
The Agreement shall take effect as of July 1, 2010 and shall continue in force, pursuant to its terms, through June 30, 2011.

In witness whereof, the parties hereto have caused their names to be subscribed as the duly authorized representatives this 8th day of June, 2010.

Local 718, IAFF

City of Boston


Edward Kelly, President


Thomas M. Menino, Mayor

In the Matter of:

CITY OF BOSTON)	
)	
And)	
)	JLMC Case No. 08-02F
Local 718, International)	
Association of Firefighters,)	
AFL-CIO, CLC)	

Memorandum of Agreement

Local 718 International Association of Firefighters, AFL-CIO CLC (Local 718) and the City of Boston (City), acting through their respective, authorized representatives and pursuant to M.G.L. c. 150E and Chapter 589 of the Acts of 1987, hereby agree to resolve the dispute regarding implementation of the Arbitration Award in Joint Labor Management Committee Case No. 08-02F as follows:

- 1 The two (2) successive Collective Bargaining Agreements as provided for in that Arbitration Award shall be maintained and shall be implemented strictly according to all provisions of that Award, provided, however, that the amendment to Article XX, Compensation, Section 1, Base Wages, described in the Arbitration Award as "Effective January 1, 2010" shall be effective and implemented fully the first pay period of July, 2009, and the amendment to Article XX, Compensation, Section 1, Base Wages, described in the Arbitration Award as "Effective June 30, 2010", shall be modified to 1.5% effective and implemented fully on and after June 30, 2011 for all members of the bargaining units on the payroll as of June 30, 2011, with all incremental changes (resulting from such June 30, 2011 - 1.5% base wage increase) to all base compensation elements as provided in all sections of Article XX and to such other compensation elements calculated on or reflecting base compensation, including, but not limited to, holiday and overtime compensation, and sick, injured, vacation and all other authorized leave compensation, and pension contribution and benefit calculations, also effective on and after June 30, 2011, pursuant to the terms of this Memorandum of Agreement.
- 2 In addition, all members of the bargaining units hired after June 30, 2011, shall be eligible for a 1.5% base wage increase, applicable to all base compensation elements as set forth above, to be called "Wellness Differential," provided: (i) they take an annual physical examination administered by their medical provider and including the content of Attachment "A" to this Memorandum of Agreement to the extent such is covered by the employee's health insurance, subject to verification solely as

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to the member having undergone the examination, but not of the results, findings or of any other details of said examination; and (ii) if required by the Department, they pass an annual Physical Abilities Test ("PAT") pursuant to standards and procedures promulgated by the Massachusetts Human Resources Division for post-hire firefighters. Said PAT shall be administered during regular work time.


3. The parties shall enter into a one-year collective bargaining agreement for fiscal year 2011, in the form attached hereto and subject to ratification by Local 718, providing for a base wage increase of 2.5% the first pay period of January, 2011.
4. This Memorandum of Agreement shall be incorporated into and made a part of the Local 718 - City Collective Bargaining Agreements for all purposes.

Agreed upon this 8th day of June, 2010 by:

Local 718, IAFF


Edward Kelly, President

City of Boston


Thomas M. Menino, Mayor

RECOMMENDATIONS FOR FIREFIGHTER PHYSICAL EXAMS AND SCREENING TESTS

To: Primary Care Physicians

Re: Comprehensive Annual Physical Exams for Firefighters

Chronic exposure to heat, smoke and toxins cause numerous adverse physiological changes in firefighters. Boston firefighters have nearly three times the risk of developing coronary artery disease and cancer than other Boston residents. Eleven active Boston firefighters have died in the past year and most of these deaths were caused by either cancer or cardiovascular disease. Comprehensive firefighter physical exams and screening tests focusing on primary prevention of cardiovascular disease and cancer should be done annually. Firefighters should also participate in an aerobic and core muscle conditioning program for at least forty-five minutes per shift to help prevent these occupational related diseases.

The following list contains the recommendations for annual firefighter physicals that are necessary given the extraordinary health risks associated with firefighting.

1) Specific risk factors and screenings for heart disease should include:

- Family history of coronary artery disease
- Elevated cholesterol
- Diabetes
- Obesity
- Smoking
- Sedentary Lifestyle
- Hypertension
- Alcohol and Substance Abuse

2) Prevalent cancers in firefighters that need to be screened for ten years earlier than the general population, where applicable, include:

- Skin
- Kidney
- Brain
- Lung
- Prostate
- Leukemia
- Colon
- Bladder
- Lymphoma

3) Annual exam should include:

* Blood pressure, pulse, respiratory rate, and temperature
* Oxygen saturation
* Weight and body fat index
* Thorough skin exam
* Eye exam and hearing testing
* Oral exam
* Heart and lung exam
* Abdominal and testicular exam
* Prostate and rectal exam with fecal occult blood testing
* Pelvic and Pap exam for female firefighters
* Vascular, neurological and mental status exams

4) Annual lab and screening tests should include:

* Comprehensive metabolic and chemistry panel
* Liver function tests
* Hepatitis profile
* Complete blood count
* Thyroid panel
* Hemoglobin A1c (for diabetes monitoring)
* Fasting lipid profile and blood glucose
* Urinalysis
* EKG
* PSA (Prostate specific antigen begin at age 40 for prostate cancer screening)
* Pulmonary function test every three years
* Chest x-ray every three years
* Colonoscopy (begin age 40 and every five years)
* Exercise stress test (begin age 40 and every three years)
* Mammograms for female firefighters (begin age 35 and then every year)

The Boston Fire Department greatly appreciates the time and energy of the primary care physicians performing these comprehensive exams. These efforts will play a vital role in improving the health and fitness of all Boston firefighters.

Respectfully,

Michael G. Hamrock, MD
Boston Fire Department
(617)343-3305
March 31, 2008



PERSONNEL MANAGEMENT
Employment & Recruitment
Phone: (617) 635-3370
Fax: (617) 635-2960

HEALTH BENEFITS & INSURANCE
Phone: (617) 635-4570
Fax: (617) 635-3932

CITY OF BOSTON
OFFICE OF HUMAN RESOURCES
One City Hall Square • Boston, Massachusetts 02201
Thomas M. Menino, Mayor
Vivian Leonard, Director

EMPLOYEE ASSISTANCE
Phone: (617) 635-2200
Fax: (617) 635-2198

WORKERS' COMPENSATION
Phone: (617) 635-3193
Fax: (617) 635-3119

EXECUTIVE ORDER

July 19, 2010

The Honorable Thomas M. Menino
Mayor of Boston
Boston City Hall, 5th Floor
One City Hall Square
Boston, MA 02201

Dear Mr. Mayor:

Your approval is respectfully requested to amend the City of Boston Fire Fighting Compensation Plan and the Boston Fire Alarm for Employees of the Boston Firefighters Local 718 Unit B, International Association of Firefighters AFL-CIO. The Fire Commissioner of the City of Boston, with the approval of the Mayor of Boston, established the Fire Fighting Force and the Fire Alarm Classification Plans on March 7, 1973.

The new effective dates and new salary schedules are as follows: base wage increase **effective 07/01/06 2%**, base wage increase, **effective 07/07/07 2.5%**, base wage increase **effective 07/05/08 3%**, base wage increase **07/04/09 3.5%**, base wage increase effective **01/01/11 2.5%**, and base wage increase effective **06/30/11 1.5%**.

The Hazardous Duty Specialist Compensation increase was **effective 07/07/07 1.5%**, and **effective 07/05/08 1.5%**.

Attached herewith for your approval is the Executive Order necessary to enable the City of Boston to implement salary increases by striking out the Rules and Salary Schedules and inserting in place thereof the attached Rules and Schedule.

Your approval is recommended:


Respectfully,


Vivian Leonard, Director

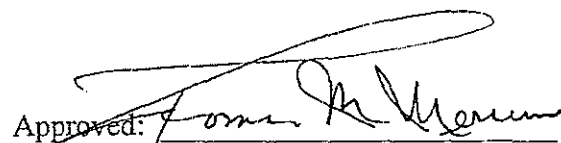
Office of Human Resources

Attachments

Approved:


Lisa Calise Signori, Director
Office of Administration & Finance

Approved:


Thomas M. Menino, Mayor

Base Salary	Prior Years Base Salary times % increase											Prepared by:	Carol Pelta
N.D. 9.5%	New Base Salary times (.0950) 9.50%											Date:	6/18/2010
H.D. 7.75%	New Base Salary times (.0475) 4.75% Eff FY2008 Increase 1.5% = 6.25%, Eff FY2009 Increase 1.5% = 7.75%												
T.C.A.P. 0.1%	Based on 3rd Year FF Total Salary plus FA last years TCAP for Specific Rank												
FIRE ALARM													
3rd Y FF Total	Salary for TCAP	3rd Y FF Total	Salary for TCAP	3rd Y FF Total	Salary for TCAP	3rd Y FF Total	Salary for TCAP	3rd Y FF Total	Salary for TCAP	3rd Y FF Total	Salary for TCAP	3rd Y FF Total	Salary for TCAP
1,163.88		1,208.67		1,261.08		1,305.19		1,337.82		1,357.87			
		Plus Add 1.5% Haz Duty 6.25%		Plus Add 1.5% Haz Duty 7.75%		Plus Add 1.5% Haz Duty 7.75%		Plus Add 1.5% Haz Duty 7.75%		Plus Add 1.5% Haz Duty 7.75%			
Increase 2.0%		Increase 2.5%		Increase 3.0%		Increase 3.5%		Increase 2.5%		Increase 1.5%			
Fire Alarm Operator		Fire Alarm Operator		Fire Alarm Operator		Fire Alarm Operator		Fire Alarm Operator		Fire Alarm Operator		Fire Alarm Operator	
15 Years	7/1/06 - 7/6/07	15 Years	7/7/07 - 7/4/08	15 Years	7/5/08 - 7/3/09	15 Years	7/4/09 - 12/31/10	15 Years	1/1/11 - 7/1/11	15 Years	7/2/11 -		
1,018.36	Base Salary	1,043.82	Base Salary	1,075.13	Base Salary	1,112.76	Base Salary	1,140.58	Base Salary	1,157.69	Base Salary		
96.74	N.D.	99.16	N.D.	102.14	N.D.	105.71	N.D.	108.36	N.D.	109.98	N.D.		
48.37	H.D.	65.24	H.D.	83.32	H.D.	86.24	H.D.	88.39	H.D.	89.72	H.D.		
176.95	T.C.A.P.	189.04	T.C.A.P.	201.65	T.C.A.P.	214.70	T.C.A.P.	228.08	T.C.A.P.	241.66	T.C.A.P.		
1,340.42	Total Salary FDA1-15	1,397.26	Total Salary FDA1-15	1,462.24	Total Salary FDA1-15	1,519.41	Total Salary FDA1-15	1,565.41	Total Salary FDA1-15	1,599.05	Total Salary FDA1-15		
Fire Alarm Operator		Fire Alarm Operator		Fire Alarm Operator		Fire Alarm Operator		Fire Alarm Operator		Fire Alarm Operator		Fire Alarm Operator	
20 Years	7/1/06 - 7/6/07	20 Years	7/7/07 - 7/4/08	20 Years	7/5/08 - 7/3/09	20 Years	7/4/09 - 12/31/10	20 Years	1/1/11 - 7/1/11	20 Years	7/2/11 -		
1,018.36	Base Salary	1,043.82	Base Salary	1,075.13	Base Salary	1,112.76	Base Salary	1,140.58	Base Salary	1,157.69	Base Salary		
96.74	N.D.	99.16	N.D.	102.14	N.D.	105.71	N.D.	108.36	N.D.	109.98	N.D.		
48.37	H.D.	65.24	H.D.	83.32	H.D.	86.24	H.D.	88.39	H.D.	89.72	H.D.		
180.78	T.C.A.P.	192.87	T.C.A.P.	205.48	T.C.A.P.	218.53	T.C.A.P.	231.91	T.C.A.P.	245.49	T.C.A.P.		
1,344.25	Total Salary FDA1-20	1,401.09	Total Salary FDA1-20	1,466.07	Total Salary FDA1-20	1,523.24	Total Salary FDA1-20	1,569.24	Total Salary FDA1-20	1,602.88	Total Salary FDA1-20		
Fire Alarm Operator		Fire Alarm Operator		Fire Alarm Operator		Fire Alarm Operator		Fire Alarm Operator		Fire Alarm Operator		Fire Alarm Operator	
25 Years	7/1/06 - 7/6/07	25 Years	7/7/07 - 7/4/08	25 Years	7/5/08 - 7/3/09	25 Years	7/4/09 - 12/31/10	25 Years	1/1/11 - 7/1/11	25 Years	7/2/11 -		
1,018.36	Base Salary	1,043.82	Base Salary	1,075.13	Base Salary	1,112.76	Base Salary	1,140.58	Base Salary	1,157.69	Base Salary		
96.74	N.D.	99.16	N.D.	102.14	N.D.	105.71	N.D.	108.36	N.D.	109.98	N.D.		
48.37	H.D.	65.24	H.D.	83.32	H.D.	86.24	H.D.	88.39	H.D.	89.72	H.D.		
184.61	T.C.A.P.	196.70	T.C.A.P.	209.31	T.C.A.P.	222.36	T.C.A.P.	235.74	T.C.A.P.	249.32	T.C.A.P.		
1,348.08	Total Salary FDA1-25	1,404.92	Total Salary FDA1-25	1,469.90	Total Salary FDA1-25	1,527.07	Total Salary FDA1-25	1,573.07	Total Salary FDA1-25	1,606.71	Total Salary FDA1-25		

B-D Salary Charts

Base Salary	Prior Years Base Salary times % increase										Prepared by:	Carol Petta
N.D.9.5%	New Base Salary +.068681 X 42.0 = 2.88 times (.095) 9.5%										Date:	6/18/2010
H.D.7.75%	New Base Salary +.068681 X 42.0 = 2.88 times (.0475) 4.75% Eff FY2008 Increase 1.5% = 6.25%, Eff FY2009 Increase 1.5% = 7.75%											
T.C.A.P.01%	Based on 3rd Year FF Total Salary times .01% plus last years TCAP for Specific Rank											
FIRE FIGHTERS												
			Plus Add 1.5% Haz Duty 6.25%		Plus Add 1.5% Haz Duty 7.75%		Haz Duty 7.75%		Haz Duty 7.75%		Haz Duty 7.75%	
Increase 2.0%			Increase 2.5%		Increase 3.0%		Increase 3.5%		Increase 2.5%		Increase 1.5%	
15 Years	7/1/06 - 7/6/07	15 Years	7/7/07 - 07/4/08	15 Years	7/5/08 - 7/3/09	15 Years	7/4/09 - 12/31/10	15 Years	1/1/11 - 7/1/11	15 Years	7/2/11 -	
1,018.35	Base Salary	1,043.81	Base Salary	1,075.12	Base Salary	1,112.75	Base Salary	1,140.57	Base Salary	1,157.68	Base Salary	
97.02	N.D.	99.44	N.D.	102.41	N.D.	105.98	N.D.	108.63	N.D.	110.25	N.D.	
48.51	H.D.	65.42	H.D.	83.55	H.D.	86.46	H.D.	88.62	H.D.	89.94	H.D.	
177.00	T.C.A.P.	189.09	T.C.A.P.	201.70	T.C.A.P.	214.75	T.C.A.P.	228.13	T.C.A.P.	241.71	T.C.A.P.	
1,340.88	Total Salary FD1-15	1,397.76	Total Salary FD1-15	1,462.78	Total Salary FD1-15	1,519.94	Total Salary FD1-15	1,565.95	Total Salary FD1-15	1,599.58	Total Salary FD1-15	
20 Years	7/1/06 - 7/6/07	20 Years	7/7/07 - 07/4/08	20 Years	7/5/08 - 7/3/09	20 Years	7/4/09 - 12/31/10	20 Years	1/1/11 - 7/1/11	20 Years	7/2/11 -	
1,018.35	Base Salary	1,043.81	Base Salary	1,075.12	Base Salary	1,112.75	Base Salary	1,140.57	Base Salary	1,157.68	Base Salary	
97.02	N.D.	99.44	N.D.	102.41	N.D.	105.98	N.D.	108.63	N.D.	110.25	N.D.	
48.51	H.D.	65.42	H.D.	83.55	H.D.	86.46	H.D.	88.62	H.D.	89.94	H.D.	
180.83	T.C.A.P.	192.92	T.C.A.P.	205.53	T.C.A.P.	218.58	T.C.A.P.	231.96	T.C.A.P.	245.54	T.C.A.P.	
1,344.71	Total Salary FD1-20	1,401.59	Total Salary FD1-20	1,466.61	Total Salary FD1-20	1,523.77	Total Salary FD1-20	1,569.78	Total Salary FD1-20	1,603.41	Total Salary FD1-20	
25 Years	7/1/06 - 7/6/07	25 Years	7/7/07 - 07/4/08	25 Years	7/5/08 - 7/3/09	25 Years	7/4/09 - 12/31/10	25 Years	1/1/11 - 7/1/11	25 Years	7/2/11 -	
1,018.35	Base Salary	1,043.81	Base Salary	1,075.12	Base Salary	1,112.75	Base Salary	1,140.57	Base Salary	1,157.68	Base Salary	
97.02	N.D.	99.44	N.D.	102.41	N.D.	105.98	N.D.	108.63	N.D.	110.25	N.D.	
48.51	H.D.	65.42	H.D.	83.55	H.D.	86.46	H.D.	88.62	H.D.	89.94	H.D.	
184.66	T.C.A.P.	196.75	T.C.A.P.	209.36	T.C.A.P.	222.41	T.C.A.P.	235.79	T.C.A.P.	249.37	T.C.A.P.	
1,348.54	Total Salary FD1-25	1,405.42	Total Salary FD1-25	1,470.44	Total Salary FD1-25	1,527.60	Total Salary FD1-25	1,573.61	Total Salary FD1-25	1,607.24	Total Salary FD1-25	

BFD Salary Charts

Base Salary	Prior Years Base Salary times % increase					PREPARED BY:	CAROL PETTA
N.D.9.5%	New Base Salary $+ .068681 \times 42.0 = 2.88 + 9.62 =$ Adjusted Base Salary times (.095) 9.5%					DATE:	6/18/2010
H.D.7.75%	New Base Salary $+ .068681 \times 42.0 = 2.88 + 9.62 =$ Adj Base Salary times (.0475) 4.75% Eff FY2008 Inc 1.5% = 6.25%, Eff FY2009 Inc 1.5% = 7.75%						
\$500.00/Annually	Haz Mat Stipend part of salary divided by 52 weeks = 9.62 Added to Base Pay for N.D and H.D. calculation						
T.C.A.P.01%	Based on New Salary Plan 3rd Year FF Total Salary times .01% plus last years TCAP for Specific Rank						
FIRE FIGHTERS SPEC OPER							
Suggest NEW Salary Plan FDC, Title, Position Number \$500.00							
3rd Year FF Total Salary for TACP		3rd Year FF Total Salary for TACP		3rd Year FF Total Salary for TACP			
1,306.86		1,339.47		1,359.54			
NEW SALARY PLAN FDC		NEW SALARY PLAN FDC		NEW SALARY PLAN FDC			
Haz Duty 7.75%		Haz Duty 7.75%		Haz Duty 7.75%			
Increase No Change		Increase 2.5%		Increase 1.5%			
Column 1	7/3/2010 - 12/31/10	Column 1	1/1/11 - 7/1/11	Column 1	7/2/2011 -		
896.61	Base Salary	919.03	Base Salary	932.82	Base Salary		
86.37	N.D	88.50	N.D	89.81	N.D		
70.46	H.D.	72.19	H.D.	73.26	H.D.		
1,053.44	Total Salary FD1-1	1,079.72	Total Salary FD1-1	1,095.89	Total Salary FD1-1		
Column 2	7/3/2010 - 12/31/10	Column 2	1/1/11 - 7/1/11	Column 2	7/2/2011 -		
1,004.56	Base Salary	1,029.67	Base Salary	1,045.12	Base Salary		
96.62	N.D	99.01	N.D	100.47	N.D		
78.82	H.D.	80.77	H.D.	81.97	H.D.		
1,180.00	Total Salary FD1-2	1,209.45	Total Salary FD1-2	1,227.56	Total Salary FD1-2		
Column 3	7/3/2010 - 12/31/10	Column 3	1/1/11 - 7/1/11	Column 3	7/2/2011 -		
1,112.75	Base Salary	1,140.57	Base Salary	1,157.68	Base Salary		
106.90	N.D	109.54	N.D	111.17	N.D		
87.21	H.D.	89.36	H.D.	90.69	H.D.		
1,306.86	Total Salary FD1-3	1,339.47	Total Salary FD1-3	1,359.54	Total Salary FD1-3		
5 Years	7/3/2010 - 12/31/10	5 Years	1/1/11 - 7/1/11	5 Years	7/2/2011 -		
1,112.75	Base Salary	1,140.57	Base Salary	1,157.68	Base Salary		
106.90	N.D	109.54	N.D	111.17	N.D		
87.21	H.D.	89.36	H.D.	90.69	H.D.		
218.24	T.C.A.P.	231.63	T.C.A.P.	245.23	T.C.A.P.		
1,525.10	Total Salary FD1-5	1,571.10	Total Salary FD1-5	1,604.77	Total Salary FD1-5		
10 Years	7/3/2010 - 12/31/10	10 Years	1/1/11 - 7/1/11	10 Years	7/2/2011 -		
1,112.75	Base Salary	1,140.57	Base Salary	1,157.68	Base Salary		
106.90	N.D	109.54	N.D	111.17	N.D		
87.21	H.D.	89.36	H.D.	90.69	H.D.		
223.98	T.C.A.P.	237.37	T.C.A.P.	250.97	T.C.A.P.		
1,530.84	Total Salary FD1-10	1,576.84	Total Salary FD1-10	1,610.51	Total Salary FD1-10		

BFD Salary Charts

Base Salary	Prior Years Base Salary times % increase				PREPARED BY:	CAROL PETTA
N.D.9.5%	New Base Salary +.068681 X 42.0 = 2.88 + 9.62 = Adjusted Base Salary times (.095) 9.5%				DATE:	6/18/2010
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Suggest NEW Salary Plan FDC, Title, Position Number \$500.00						
3rd Year FF Total Salary for TACP		3rd Year FF Total Salary for TACP		3rd Year FF Total Salary for TACP		
1,306.86		1,339.47		1,359.54		
NEW SALARY PLAN FDC		NEW SALARY PLAN FDC		NEW SALARY PLAN FDC		
Haz Duty 7.75%		Haz Duty 7.75%		Haz Duty 7.75%		
Increase No Change		Increase 2.5%		Increase 1.5%		
15 Years 7/3/2010 - 12/31/10						
1,112.75	Base Salary	1,140.57	Base Salary	1,157.68	Base Salary	
106.90	N.D	109.54	N.D	111.17	N.D	
87.21	H.D.	89.36	H.D.	90.69	H.D.	
227.82	T.C.A.P.	241.21	T.C.A.P.	254.81	T.C.A.P.	
1,534.68	Total Salary FD1-15	1,580.68	Total Salary FD1-15	1,614.35	Total Salary FD1-15	
20 Years 7/3/2010 - 12/31/10						
1,112.75	Base Salary	1,140.57	Base Salary	1,157.68	Base Salary	
106.90	N.D	109.54	N.D	111.17	N.D	
87.21	H.D.	89.36	H.D.	90.69	H.D.	
231.65	T.C.A.P.	245.04	T.C.A.P.	258.64	T.C.A.P.	
1,538.51	Total Salary FD1-20	1,584.51	Total Salary FD1-20	1,618.18	Total Salary FD1-20	
25 Years 7/3/2010 - 12/31/10						
1,112.75	Base Salary	1,140.57	Base Salary	1,157.68	Base Salary	
106.90	N.D	109.54	N.D	111.17	N.D	
87.21	H.D.	89.36	H.D.	90.69	H.D.	
235.48	T.C.A.P.	248.87	T.C.A.P.	262.47	T.C.A.P.	
1,542.34	Total Salary FD1-25	1,588.34	Total Salary FD1-25	1,622.01	Total Salary FD1-25	

BFD Salary Charts

Base Salary	Prior Years Base Salary times % increase										Prepared by:	Carol Pelta
N.D.9.5%	New Base Salary times 9.5%										Date:	6/18/2010
H.D.4.75%	New Base Salary times 4.75%											
T.C.A.P.01%	Based on 3rd Year FF Total Salary plus last years TCAP for Specific Rank											
LIEUT/SR. FA OPER, CAPTAIN/PRIN FA OPER, GFRM FAC/RADIO SUPV, DIST CHIEF/CHEMIST/ASST. SUPT FA, DEPUTY CHIEF/SUPERINTENDENT FA												
3rd Yr FF Total Salary for TCAP												
1,163.88												
Increase 2.0%	Increase 2.0%										Chemist	Increase 2.0%
Increase 2.0%	Increase 2.0%										Increase 2.0%	Increase 2.0%
Fire Lieut 5 YRS	7/1/06-7/6/07	Captain 5 YRS	7/1/06-7/6/07	GFrmFAC 5 YRS	7/1/06-7/6/07	Dist. Chief 5 YRS	7/1/06-7/6/07	Dep. Chief 5 YRS	7/1/06-7/6/07			
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm				
1,252.57	Base Salary	1,459.27	Base Salary	1,579.63	Base Salary	1,700.04	Base Salary	1,980.54	Base Salary			
118.99	N.D	138.63	N.D	150.06	N.D	161.50	N.D	188.15	N.D			
59.50	H.D.	69.32	H.D.	75.03	H.D.	80.75	H.D.	94.08	H.D.			
167.38	T.C.A.P.	167.38	T.C.A.P.	167.38	T.C.A.P.	167.38	T.C.A.P.	167.38	T.C.A.P.			
1,598.44	Total Salary	1,834.60	Total Salary	1,972.10	Total Salary	2,109.67	Total Salary	2,430.15	Total Salary	FD2-5	FD6-5	
Chemist												
Fire Lieut 10 YRS	7/1/06-7/6/07	Captain 10 YRS	7/1/06-7/6/07	GFrmFAC 10 YRS	7/1/06-7/6/07	Dist. Chief 10 YRS	7/1/06-7/6/07	Dep Chief 10 YRS	7/1/06-7/6/07			
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm				
1,252.57	Base Salary	1,459.27	Base Salary	1,579.63	Base Salary	1,700.04	Base Salary	1,980.54	Base Salary			
118.99	N.D	138.63	N.D	150.06	N.D	161.50	N.D	188.15	N.D			
59.50	H.D.	69.32	H.D.	75.03	H.D.	80.75	H.D.	94.08	H.D.			
173.12	T.C.A.P.	173.12	T.C.A.P.	173.12	T.C.A.P.	173.12	T.C.A.P.	173.12	T.C.A.P.			
1,604.18	Total Salary	1,840.34	Total Salary	1,977.84	Total Salary	2,115.41	Total Salary	2,435.89	Total Salary	FD2-10	FD6-10	
Chemist												
Fire Lieut 15 YRS	7/1/06-7/6/07	Captain 15 YRS	7/1/06-7/6/07	GFrmFAC 15 YRS	7/1/06-7/6/07	Dist. Chief 15 YRS	7/1/06-7/6/07	Dep Chief 15 YRS	7/1/06-7/6/07			
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm				
1,252.57	Base Salary	1,459.27	Base Salary	1,579.63	Base Salary	1,700.04	Base Salary	1,980.54	Base Salary			
118.99	N.D	138.63	N.D	150.06	N.D	161.50	N.D	188.15	N.D			
59.50	H.D.	69.32	H.D.	75.03	H.D.	80.75	H.D.	94.08	H.D.			
176.96	T.C.A.P.	176.96	T.C.A.P.	176.96	T.C.A.P.	176.96	T.C.A.P.	176.96	T.C.A.P.			
1,608.02	Total Salary	1,844.18	Total Salary	1,981.68	Total Salary	2,119.25	Total Salary	2,439.73	Total Salary	FD2-15	FD6-15	
Chemist												
Fire Lieut 20 YRS	7/1/06-7/6/07	Captain 20 YRS	7/1/06-7/6/07	GFrmFAC 20 YRS	7/1/06-7/6/07	Dist. Chief 20 YRS	7/1/06-7/6/07	Dep Chief 20 YRS	7/1/06-7/6/07			
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm				
1,252.57	Base Salary	1,459.27	Base Salary	1,579.63	Base Salary	1,700.04	Base Salary	1,980.54	Base Salary			
118.99	N.D	138.63	N.D	150.06	N.D	161.50	N.D	188.15	N.D			
59.50	H.D.	69.32	H.D.	75.03	H.D.	80.75	H.D.	94.08	H.D.			
180.78	T.C.A.P.	180.79	T.C.A.P.	180.79	T.C.A.P.	180.79	T.C.A.P.	180.79	T.C.A.P.			
1,611.85	Total Salary	1,848.01	Total Salary	1,985.51	Total Salary	2,123.08	Total Salary	2,443.56	Total Salary	FD2-20	FD6-20	
Chemist												
Fire Lieut 25 YRS	7/1/06-7/6/07	Captain 25 YRS	7/1/06-7/6/07	GFrmFAC 25 YRS	7/1/06-7/6/07	Dist. Chief 25 YRS	7/1/06-7/6/07	Dep Chief 25 YRS	7/1/06-7/6/07			
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm				
1,252.57	Base Salary	1,459.27	Base Salary	1,579.63	Base Salary	1,700.04	Base Salary	1,980.54	Base Salary			
118.99	N.D	138.63	N.D	150.06	N.D	161.50	N.D	188.15	N.D			
59.50	H.D.	69.32	H.D.	75.03	H.D.	80.75	H.D.	94.08	H.D.			
184.62	T.C.A.P.	184.62	T.C.A.P.	184.62	T.C.A.P.	184.62	T.C.A.P.	184.62	T.C.A.P.			
1,615.68	Total Salary	1,851.84	Total Salary	1,989.34	Total Salary	2,126.91	Total Salary	2,447.39	Total Salary	FD2-25	FD6-25	

BFD Salary Charts

Base Salary	Prior Years Base Salary times % increase									Prepared by:	Carol Petta	
N.D.9.5%	New Base Salary times 9.5%									Date:	6/18/2010	
H.D.6.25%	New Base Salary times 4.75% Eff FY2008 Increase 1.5% = 6.25%											
T.C.A.P.01%	Based on 3rd Year FF Total Salary plus last years TCAP for Specific Rank											
LIEUT/SR. FA OPER, CAPTAIN/PRIN FA OPER, GFRM FAC/RADIO SUPV, DIST CHIEF/CHEMIST/ASST. SUPT FA, DEPUTY CHIEF/SUPERINTENDENT FA												
3rd Yr FF Total Salary for TCAP												
1,208.67												
Increase 2.5%			Increase 2.5%			Increase 2.5%			Chemist Increase 2.5%		Increase 2.5%	
Fire Lieut 5 YRS	7/7/07-7/4/08	Captain 5 YRS	7/7/07-7/4/08	GFRmFAC 5 YRS	7/7/07-7/4/08	Dist. Chief 5 YRS	7/7/07-7/4/08	Dep. Chief 5 YRS	7/7/07-7/4/08			
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm				
1,283.88	Base Salary	1,495.75	Base Salary	1,619.12	Base Salary	1,742.54	Base Salary	2,030.05	Base Salary			
121.97	N.D	142.10	N.D	153.82	N.D	165.54	N.D	192.85	N.D			
80.24	H.D.	93.48	H.D.	101.20	H.D.	108.91	H.D.	126.88	H.D.			
179.47	T.C.A.P.	179.47	T.C.A.P.	179.47	T.C.A.P.	179.47	T.C.A.P.	179.47	T.C.A.P.			
1,665.56	Total Salary FD2-5	1,910.80	Total Salary FD3-5	2,053.61	Total Salary FD4-5	2,196.46	Total Salary FD5-5	2,529.25	Total Salary FD6-5			
Chemist												
Fire Lieut 10 YRS	7/7/07-7/4/08	Captain 10 YRS	7/7/07-7/4/08	GFRmFAC 10 YRS	7/7/07-7/4/08	Dist. Chief 10 YRS	7/7/07-7/4/08	Dep Chief 10 YRS	7/7/07-7/4/08			
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm				
1,283.88	Base Salary	1,495.75	Base Salary	1,619.12	Base Salary	1,742.54	Base Salary	2,030.05	Base Salary			
121.97	N.D	142.10	N.D	153.82	N.D	165.54	N.D	192.85	N.D			
80.24	H.D.	93.48	H.D.	101.20	H.D.	108.91	H.D.	126.88	H.D.			
185.21	T.C.A.P.	185.21	T.C.A.P.	185.21	T.C.A.P.	185.21	T.C.A.P.	185.21	T.C.A.P.			
1,671.30	Total Salary FD2-10	1,916.54	Total Salary FD3-10	2,059.35	Total Salary FD4-10	2,202.20	Total Salary FD5-10	2,534.99	Total Salary FD6-10			
Chemist												
Fire Lieut 15 YRS	7/7/07-7/4/08	Captain 15 YRS	7/7/07-7/4/08	GFRmFAC 15 YRS	7/7/07-7/4/08	Dist. Chief 15 YRS	7/7/07-7/4/08	Dep Chief 15 YRS	7/7/07-7/4/08			
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm				
1,283.88	Base Salary	1,495.75	Base Salary	1,619.12	Base Salary	1,742.54	Base Salary	2,030.05	Base Salary			
121.97	N.D	142.10	N.D	153.82	N.D	165.54	N.D	192.85	N.D			
80.24	H.D.	93.48	H.D.	101.20	H.D.	108.91	H.D.	126.88	H.D.			
189.05	T.C.A.P.	189.05	T.C.A.P.	189.05	T.C.A.P.	189.05	T.C.A.P.	189.05	T.C.A.P.			
1,675.14	Total Salary FD2-15	1,920.38	Total Salary FD3-15	2,063.19	Total Salary FD4-15	2,206.04	Total Salary FD5-15	2,538.83	Total Salary FD6-15			
Chemist												
Fire Lieut 20 YRS	7/7/07-7/4/08	Captain 20 YRS	7/7/07-7/4/08	GFRmFAC 20 YRS	7/7/07-7/4/08	Dist. Chief 20 YRS	7/7/07-7/4/08	Dep Chief 20 YRS	7/7/07-7/4/08			
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm				
1,283.88	Base Salary	1,495.75	Base Salary	1,619.12	Base Salary	1,742.54	Base Salary	2,030.05	Base Salary			
121.97	N.D	142.10	N.D	153.82	N.D	165.54	N.D	192.85	N.D			
80.24	H.D.	93.48	H.D.	101.20	H.D.	108.91	H.D.	126.88	H.D.			
192.88	T.C.A.P.	192.88	T.C.A.P.	192.88	T.C.A.P.	192.88	T.C.A.P.	192.88	T.C.A.P.			
1,678.97	Total Salary FD2-20	1,924.21	Total Salary FD3-20	2,067.02	Total Salary FD4-20	2,209.87	Total Salary FD5-20	2,542.66	Total Salary FD6-20			
Chemist												
Fire Lieut 25 YRS	7/7/07-7/4/08	Captain 25 YRS	7/7/07-7/4/08	GFRmFAC 25 YRS	7/7/07-7/4/08	Dist. Chief 25 YRS	7/7/07-7/4/08	Dep Chief 25 YRS	7/7/07-7/4/08			
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm				
1,283.88	Base Salary	1,495.75	Base Salary	1,619.12	Base Salary	1,742.54	Base Salary	2,030.06	Base Salary			
121.97	N.D	142.10	N.D	153.82	N.D	165.54	N.D	192.85	N.D			
80.24	H.D.	93.48	H.D.	101.20	H.D.	108.91	H.D.	126.88	H.D.			
196.71	T.C.A.P.	196.71	T.C.A.P.	196.71	T.C.A.P.	196.71	T.C.A.P.	196.71	T.C.A.P.			
1,682.80	Total Salary FD2-25	1,928.04	Total Salary FD3-25	2,070.85	Total Salary FD4-25	2,213.70	Total Salary FD5-25	2,546.49	Total Salary FD6-25			

FDU Salary Charts

Base Salary	Prior Years Base Salary times % increase									Prepared by:	Carol Petta
N.D.9.5%	New Base Salary times 9.5%									Date:	6/18/2010
H.D.7.75%	New Base Salary times 4.75% Eff FY2008 Increase 1.5% = 6.25% Eff FY2009 Increase 1.5% = 7.75%										
T.C.A.P.01%	Based on 3rd Year FF Total Salary plus last years TCAP for Specific Rank										
LIEUT/SR. FA OPER, CAPTAIN/PRIN FA OPER, GFRM FAC/RADIO SUPV, DIST CHIEF/CHEMIST/ASST. SUPT FA, DEPUTY CHIEF/SUPERINTENDENT FA											
3rd Yr FF Total Salary for TCAP											
1,261.08											
Increase 3.0%	Increase 3.0%			Increase 3.0%			Chemist	Increase 3.0%		Increase 3.0%	
Fire Lieut 5 YRS	7/5/08 - 7/3/09	Captain 5 YRS	7/5/08 - 7/3/09	GFRmFAC 5 YRS	7/5/08 - 7/3/09	Dist. Chief 5 YRS	7/5/08 - 7/3/09	Dep. Chief 5 YRS	7/5/08 - 7/3/09		
Senior Fire Alarm Operator	Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm				
1,322.40	Base Salary	1,540.62	Base Salary	1,667.69	Base Salary	1,794.82	Base Salary	2,090.95	Base Salary		
125.63	N.D	146.36	N.D	158.43	N.D	170.51	N.D	198.64	N.D		
102.49	H.D.	119.40	H.D.	129.25	H.D.	139.10	H.D.	162.05	H.D.		
192.08	T.C.A.P.	192.08	T.C.A.P.	192.08	T.C.A.P.	192.08	T.C.A.P.	192.08	T.C.A.P.		
1,742.60	Total Salary FD2-5	1,998.46	Total Salary FD3-5	2,147.45	Total Salary FD4-5	2,296.51	Total Salary FD5-5	2,643.72	Total Salary FD6-5		
Chemist											
Fire Lieut 10 YRS	7/5/08 - 7/3/09	Captain 10 YRS	7/5/08 - 7/3/09	GFRmFAC 10 YRS	7/5/08 - 7/3/09	Dist. Chief 10 YRS	7/5/08 - 7/3/09	Dep Chief 10 YRS	7/5/08 - 7/3/09		
Senior Fire Alarm Operator	Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm				
1,322.40	Base Salary	1,540.62	Base Salary	1,667.69	Base Salary	1,794.82	Base Salary	2,090.95	Base Salary		
125.63	N.D	146.36	N.D	158.43	N.D	170.51	N.D	198.64	N.D		
102.49	H.D.	119.40	H.D.	129.25	H.D.	139.10	H.D.	162.05	H.D.		
197.82	T.C.A.P.	197.82	T.C.A.P.	197.82	T.C.A.P.	197.82	T.C.A.P.	197.82	T.C.A.P.		
1,748.34	Total Salary FD2-10	2,004.20	Total Salary FD3-10	2,153.19	Total Salary FD4-10	2,302.25	Total Salary FD5-10	2,649.46	Total Salary FD6-10		
Chemist											
Fire Lieut 15 YRS	7/5/08 - 7/3/09	Captain 15 YRS	7/5/08 - 7/3/09	GFRmFAC 15 YRS	7/5/08 - 7/3/09	Dist. Chief 15 YRS	7/5/08 - 7/3/09	Dep Chief 15 YRS	7/5/08 - 7/3/09		
Senior Fire Alarm Operator	Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm				
1,322.40	Base Salary	1,540.62	Base Salary	1,667.69	Base Salary	1,794.82	Base Salary	2,090.95	Base Salary		
125.63	N.D	146.36	N.D	158.43	N.D	170.51	N.D	198.64	N.D		
102.49	H.D.	119.40	H.D.	129.25	H.D.	139.10	H.D.	162.05	H.D.		
201.66	T.C.A.P.	201.66	T.C.A.P.	201.66	T.C.A.P.	201.66	T.C.A.P.	201.66	T.C.A.P.		
1,752.18	Total Salary FD2-15	2,008.04	Total Salary FD3-15	2,157.03	Total Salary FD4-15	2,306.09	Total Salary FD5-15	2,653.30	Total Salary FD6-15		
Chemist											
Fire Lieut 20 YRS	7/5/08 - 7/3/09	Captain 20 YRS	7/5/08 - 7/3/09	GFRmFAC 20 YRS	7/5/08 - 7/3/09	Dist. Chief 20 YRS	7/5/08 - 7/3/09	Dep Chief 20 YRS	7/5/08 - 7/3/09		
Senior Fire Alarm Operator	Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm				
1,322.40	Base Salary	1,540.62	Base Salary	1,667.69	Base Salary	1,794.82	Base Salary	2,090.95	Base Salary		
125.63	N.D	146.36	N.D	158.43	N.D	170.51	N.D	198.64	N.D		
102.49	H.D.	119.40	H.D.	129.25	H.D.	139.10	H.D.	162.05	H.D.		
205.49	T.C.A.P.	205.49	T.C.A.P.	205.49	T.C.A.P.	205.49	T.C.A.P.	205.49	T.C.A.P.		
1,756.01	Total Salary FD2-20	2,011.87	Total Salary FD3-20	2,160.86	Total Salary FD4-20	2,309.92	Total Salary FD5-20	2,657.13	Total Salary FD6-20		
Chemist											
Fire Lieut 25 YRS	7/5/08 - 7/3/09	Captain 25 YRS	7/5/08 - 7/3/09	GFRmFAC 25 YRS	7/5/08 - 7/3/09	Dist. Chief 25 YRS	7/5/08 - 7/3/09	Dep Chief 25 YRS	7/5/08 - 7/3/09		
Senior Fire Alarm Operator	Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm				
1,322.40	Base Salary	1,540.62	Base Salary	1,667.69	Base Salary	1,794.82	Base Salary	2,090.95	Base Salary		
125.63	N.D	146.36	N.D	158.43	N.D	170.51	N.D	198.64	N.D		
102.49	H.D.	119.40	H.D.	129.25	H.D.	139.10	H.D.	162.05	H.D.		
209.32	T.C.A.P.	209.32	T.C.A.P.	209.32	T.C.A.P.	209.32	T.C.A.P.	209.32	T.C.A.P.		
1,759.84	Total Salary FD2-25	2,015.70	Total Salary FD3-25	2,164.69	Total Salary FD4-25	2,313.75	Total Salary FD5-25	2,660.96	Total Salary FD6-25		

BFD Salary Charts

Base Salary	Prior Years Base Salary times % increase									Prepared by:	Carol Petta
N.D.9.5%	New Base Salary times 9.5%									Date	6/18/2010
H.D.7.75%	New Base Salary times 4.75% Eff FY2008 Increase 1.5% = 6.25% Eff FY2009 Increase 1.5% = 7.75%										
T.C.A.P.01%	Based on 3rd Year FF Total Salary plus last years TCAP for Specific Rank										
LIEUT/SR. FA OPER, CAPTAIN/PRIN FA OPER, GFRM FAC/RADIO SUPV, DIST CHIEF/CHEMIST/ASST. SUPT FA, DEPUTY CHIEF/SUPERINTENDENT FA											
3rd Yr FF Total Salary for TCAP											
1,305.19											
Increase 3.5%	Increase 3.5%			Increase 3.5%			Chemist	Increase 3.5%			
Fire Lieut 5 YRS	7/4/09 - 12/31/10	Captain 5 YRS	7/4/09 - 12/31/10	GFrmFAC 5 YRS	7/4/09 - 12/31/10	Dist. Chief 5 YRS	7/4/09 - 12/31/10	Dep. Chief 5 YRS	7/4/09 - 12/31/10		
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm			
1,368.68	Base Salary	1,594.54	Base Salary	1,726.06	Base Salary	1,857.64	Base Salary	2,164.13	Base Salary		
130.02	N.D	151.48	N.D	163.98	N.D	176.48	N.D	205.59	N.D		
106.07	H.D.	123.58	H.D.	133.77	H.D.	143.97	H.D.	167.72	H.D.		
205.13	T.C.A.P.	205.13	T.C.A.P.	205.13	T.C.A.P.	205.13	T.C.A.P.	205.13	T.C.A.P.		
1,809.90	Total Salary FD2-5	2,074.73	Total Salary FD3-5	2,228.94	Total Salary FD4-5	2,383.22	Total Salary FD5-5	2,742.57	Total Salary FD6-5		
Chemist											
Fire Lieut 10 YRS	7/4/09 - 12/31/10	Captain 10 YRS	7/4/09 - 12/31/10	GFrmFAC 10 YRS	7/4/09 - 12/31/10	Dist. Chief 10 YRS	7/4/09 - 12/31/10	Dep Chief 10 YRS	7/4/09 - 12/31/10		
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm			
1,368.68	Base Salary	1,594.54	Base Salary	1,726.06	Base Salary	1,857.64	Base Salary	2,164.13	Base Salary		
130.02	N.D	151.48	N.D	163.98	N.D	176.48	N.D	205.59	N.D		
106.07	H.D.	123.58	H.D.	133.77	H.D.	143.97	H.D.	167.72	H.D.		
210.87	T.C.A.P.	210.87	T.C.A.P.	210.87	T.C.A.P.	210.87	T.C.A.P.	210.87	T.C.A.P.		
1,815.64	Total Salary FD2-10	2,080.47	Total Salary FD3-10	2,234.68	Total Salary FD4-10	2,388.96	Total Salary FD5-10	2,748.31	Total Salary FD6-10		
Chemist											
Fire Lieut 15 YRS	7/4/09 - 12/31/10	Captain 15 YRS	7/4/09 - 12/31/10	GFrmFAC 15 YRS	7/4/09 - 12/31/10	Dist. Chief 15 YRS	7/4/09 - 12/31/10	Dep Chief 15 YRS	7/4/09 - 12/31/10		
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm			
1,368.68	Base Salary	1,594.54	Base Salary	1,726.06	Base Salary	1,857.64	Base Salary	2,164.13	Base Salary		
130.02	N.D	151.48	N.D	163.98	N.D	176.48	N.D	205.59	N.D		
106.07	H.D.	123.58	H.D.	133.77	H.D.	143.97	H.D.	167.72	H.D.		
214.71	T.C.A.P.	214.71	T.C.A.P.	214.71	T.C.A.P.	214.71	T.C.A.P.	214.71	T.C.A.P.		
1,819.48	Total Salary FD2-15	2,084.31	Total Salary FD3-15	2,238.52	Total Salary FD4-15	2,392.80	Total Salary FD5-15	2,752.15	Total Salary FD6-15		
Chemist											
Fire Lieut 20 YRS	7/4/09 - 12/31/10	Captain 20 YRS	7/4/09 - 12/31/10	GFrmFAC 20 YRS	7/4/09 - 12/31/10	Dist. Chief 20 YRS	7/4/09 - 12/31/10	Dep Chief 20 YRS	7/4/09 - 12/31/10		
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm			
1,368.68	Base Salary	1,594.54	Base Salary	1,726.06	Base Salary	1,857.64	Base Salary	2,164.13	Base Salary		
130.02	N.D	151.48	N.D	163.98	N.D	176.48	N.D	205.59	N.D		
106.07	H.D.	123.58	H.D.	133.77	H.D.	143.97	H.D.	167.72	H.D.		
218.54	T.C.A.P.	218.54	T.C.A.P.	218.54	T.C.A.P.	218.54	T.C.A.P.	218.54	T.C.A.P.		
1,823.31	Total Salary FD2-20	2,088.14	Total Salary FD3-20	2,242.35	Total Salary FD4-20	2,396.63	Total Salary FD5-20	2,755.98	Total Salary FD6-20		
Chemist											
Fire Lieut 25 YRS	7/4/09 - 12/31/10	Captain 25 YRS	7/4/09 - 12/31/10	GFrmFAC 25 YRS	7/4/09 - 12/31/10	Dist. Chief 25 YRS	7/4/09 - 12/31/10	Dep Chief 25 YRS	7/4/09 - 12/31/10		
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm			
1,368.68	Base Salary	1,594.54	Base Salary	1,726.06	Base Salary	1,857.64	Base Salary	2,164.13	Base Salary		
130.02	N.D	151.48	N.D	163.98	N.D	176.48	N.D	205.59	N.D		
106.07	H.D.	123.58	H.D.	133.77	H.D.	143.97	H.D.	167.72	H.D.		
222.37	T.C.A.P.	222.37	T.C.A.P.	222.37	T.C.A.P.	222.37	T.C.A.P.	222.37	T.C.A.P.		
1,827.14	Total Salary FD2-25	2,091.97	Total Salary FD3-25	2,246.18	Total Salary FD4-25	2,400.46	Total Salary FD5-25	2,759.81	Total Salary FD6-25		

BFD Salary Charts

Base Salary	Prior Years Base Salary times % increase									Prepared by:	Carol Petta			
N.D.9.5%	New Base Salary times 9.5%									Date	6/18/2010			
H.D.7.75%	New Base Salary times 4.75% Eff FY2008 Increase 1.5% = 6.25% Eff FY2009 Increase 1.5% = 7.75%													
T.C.A.P.01%	Based on New Salary Plan 3rd Year FF Total Salary plus last years TCAP for Specific Rank													
OFFICERS														
Suggest NEW Salary Plan FDC, Title, Position Number \$500.00														
LIEUT/SR. FA OPER, CAPTAIN/PRIN FA OPER, GFRM FAC/RADIO SUPV, DIST CHIEF/CHEMIST/ASST. SUPT FA, DEPUTY CHIEF/SUPERINTENDENT FA														
3rd Yr FF Total Salary for TCAP														
1,306.86														
Increase No Change			Increase No Change			Increase No Change			Chemist			Increase No Change		
Fire Lieut 5 YRS	7/3/2010 - 12/31/2010	Captain 5 YRS	7/3/2010 - 12/31/2010	GFRmFAC 5 YRS	7/3/2010 - 12/31/2010	Dist. Chief 5 YRS	7/3/2010 - 12/31/2010	Dep. Chief 5 YRS	7/3/2010 - 12/31/2010					
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm						
1,368.68	Base Salary	1,594.54	Base Salary	1,726.06	Base Salary	1,857.64	Base Salary	2,164.13	Base Salary					
130.94	N.D.	152.40	N.D.	164.89	N.D.	177.39	N.D.	206.51	N.D.					
106.82	H.D.	124.32	H.D.	134.52	H.D.	144.71	H.D.	168.47	H.D.					
218.20	T.C.A.P.	218.20	T.C.A.P.	218.20	T.C.A.P.	218.20	T.C.A.P.	218.20	T.C.A.P.					
1,824.64	Total Salary FD2-5	2,089.46	Total Salary FD3-5	2,243.67	Total Salary FD4-5	2,397.94	Total Salary FD5-5	2,757.31	Total Salary FD6-5					
Chemist														
Fire Lieut 10 YRS	7/3/2010 - 12/31/2010	Captain 10 YRS	7/3/2010 - 12/31/2010	GFRmFAC 10 YRS	7/3/2010 - 12/31/2010	Dist. Chief 10 YRS	7/3/2010 - 12/31/2010	Dep Chief 10 YRS	7/3/2010 - 12/31/2010					
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm						
1,368.68	Base Salary	1,594.54	Base Salary	1,726.06	Base Salary	1,857.64	Base Salary	2,164.13	Base Salary					
130.94	N.D.	152.40	N.D.	164.89	N.D.	177.39	N.D.	206.51	N.D.					
106.82	H.D.	124.32	H.D.	134.52	H.D.	144.71	H.D.	168.47	H.D.					
223.94	T.C.A.P.	223.94	T.C.A.P.	223.94	T.C.A.P.	223.94	T.C.A.P.	223.94	T.C.A.P.					
1,830.38	Total Salary FD2-10	2,095.20	Total Salary FD3-10	2,249.41	Total Salary FD4-10	2,403.68	Total Salary FD5-10	2,763.05	Total Salary FD6-10					
Chemist														
Fire Lieut 15 YRS	7/3/2010 - 12/31/2010	Captain 15 YRS	7/3/2010 - 12/31/2010	GFRmFAC 15 YRS	7/3/2010 - 12/31/2010	Dist. Chief 15 YRS	7/3/2010 - 12/31/2010	Dep Chief 15 YRS	7/3/2010 - 12/31/2010					
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm						
1,368.68	Base Salary	1,594.54	Base Salary	1,726.06	Base Salary	1,857.64	Base Salary	2,164.13	Base Salary					
130.94	N.D.	152.40	N.D.	164.89	N.D.	177.39	N.D.	206.51	N.D.					
106.82	H.D.	124.32	H.D.	134.52	H.D.	144.71	H.D.	168.47	H.D.					
227.78	T.C.A.P.	227.78	T.C.A.P.	227.78	T.C.A.P.	227.78	T.C.A.P.	227.78	T.C.A.P.					
1,834.22	Total Salary FD2-15	2,098.04	Total Salary FD3-15	2,253.25	Total Salary FD4-15	2,407.52	Total Salary FD5-15	2,766.89	Total Salary FD6-15					
Chemist														
Fire Lieut 20 YRS	7/3/2010 - 12/31/2010	Captain 20 YRS	7/3/2010 - 12/31/2010	GFRmFAC 20 YRS	7/3/2010 - 12/31/2010	Dist. Chief 20 YRS	7/3/2010 - 12/31/2010	Dep Chief 20 YRS	7/3/2010 - 12/31/2010					
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm						
1,368.68	Base Salary	1,594.54	Base Salary	1,726.06	Base Salary	1,857.64	Base Salary	2,164.13	Base Salary					
130.94	N.D.	152.40	N.D.	164.89	N.D.	177.39	N.D.	206.51	N.D.					
106.82	H.D.	124.32	H.D.	134.52	H.D.	144.71	H.D.	168.47	H.D.					
231.61	T.C.A.P.	231.61	T.C.A.P.	231.61	T.C.A.P.	231.61	T.C.A.P.	231.61	T.C.A.P.					
1,838.05	Total Salary FD2-20	2,102.87	Total Salary FD3-20	2,257.08	Total Salary FD4-20	2,411.35	Total Salary FD5-20	2,770.72	Total Salary FD6-20					
Chemist														
Fire Lieut 25 YRS	7/3/2010 - 12/31/2010	Captain 25 YRS	7/3/2010 - 12/31/2010	GFRmFAC 25 YRS	7/3/2010 - 12/31/2010	Dist. Chief 25 YRS	7/3/2010 - 12/31/2010	Dep Chief 25 YRS	7/3/2010 - 12/31/2010					
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm						
1,368.68	Base Salary	1,594.54	Base Salary	1,726.06	Base Salary	1,857.64	Base Salary	2,164.13	Base Salary					
130.94	N.D.	152.40	N.D.	164.89	N.D.	177.39	N.D.	206.51	N.D.					
106.82	H.D.	124.32	H.D.	134.52	H.D.	144.71	H.D.	168.47	H.D.					
235.44	T.C.A.P.	235.44	T.C.A.P.	235.44	T.C.A.P.	235.44	T.C.A.P.	235.44	T.C.A.P.					
1,841.88	Total Salary FD2-25	2,106.70	Total Salary FD3-25	2,260.91	Total Salary FD4-25	2,415.18	Total Salary FD5-25	2,774.55	Total Salary FD6-25					

BFD Salary Charts

Base Salary	Prior Years Base Salary times % Increase								Prepared by:	Carol Petta
N.D.9.5%	New Base Salary times 9.5%								Date	6/18/2010
H.D.7.75%	New Base Salary times 4.75% Eff FY2008 Increase 1.5% = 6.25% Eff FY2009 Increase 1.5% = 7.75%									
T.C.A.P.01%	Based on New Salary Plan 3rd Year FF Total Salary plus last years TCAP for Specific Rank									
	OFFICERS									
	Suggest NEW Salary Plan FDC, Title, Position Number \$500.00									
	LIEUT/SR. FA OPER, CAPTAIN/PRIN FA OPER, GFRM FAC/RADIO SUPV, DIST CHIEF/CHEMIST/ASST. SUPT FA, DEPUTY CHIEF/SUPERINTENDENT FA									
3rd Yr FF Total Salary for TCAP										
1,339.47										
Increase 2.5%	Increase 2.5%								Chemist	Increase 2.5%
Increase 2.5%	Increase 2.5%									Increase 2.5%
Fire Lieut 5 YRS	1/1/2011 - 7/1/2011	Captain 5 YRS	1/1/2011 - 7/1/2011	GFRmFAC 5 YRS	1/1/2011 - 7/1/2011	Dist. Chief 5 YRS	1/1/2011 - 7/1/2011	Dep. Chief 5 YRS	1/1/2011 - 7/1/2011	
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm		
1,402.90	Base Salary	1,634.40	Base Salary	1,769.21	Base Salary	1,904.08	Base Salary	2,218.23	Base Salary	
134.19	N.D	156.18	N.D	168.99	N.D	181.80	N.D	211.65	N.D	
109.47	H.D.	127.41	H.D.	137.86	H.D.	148.31	H.D.	172.66	H.D.	
231.59	T.C.A.P.	231.59	T.C.A.P.	231.59	T.C.A.P.	231.59	T.C.A.P.	231.59	T.C.A.P.	
1,878.15	Total Salary FD2-5	2,149.58	Total Salary FD3-5	2,307.65	Total Salary FD4-5	2,465.78	Total Salary FD5-5	2,834.13	Total Salary FD6-5	
						Chemist				
Fire Lieut 10 YRS	1/1/2011 - 7/1/2011	Captain 10 YRS	1/1/2011 - 7/1/2011	GFRmFAC 10 YRS	1/1/2011 - 7/1/2011	Dist. Chief 10 YRS	1/1/2011 - 7/1/2011	Dep Chief 10 YRS	1/1/2011 - 7/1/2011	
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm		
1,402.90	Base Salary	1,634.40	Base Salary	1,769.21	Base Salary	1,904.08	Base Salary	2,218.23	Base Salary	
134.19	N.D	156.18	N.D	168.99	N.D	181.80	N.D	211.65	N.D	
109.47	H.D.	127.41	H.D.	137.86	H.D.	148.31	H.D.	172.66	H.D.	
237.33	T.C.A.P.	237.33	T.C.A.P.	237.33	T.C.A.P.	237.33	T.C.A.P.	237.33	T.C.A.P.	
1,883.89	Total Salary FD2-10	2,155.32	Total Salary FD3-10	2,313.39	Total Salary FD4-10	2,471.52	Total Salary FD5-10	2,839.87	Total Salary FD6-10	
						Chemist				
Fire Lieut 15 YRS	1/1/2011 - 7/1/2011	Captain 15 YRS	1/1/2011 - 7/1/2011	GFRmFAC 15 YRS	1/1/2011 - 7/1/2011	Dist. Chief 15 YRS	1/1/2011 - 7/1/2011	Dep Chief 15 YRS	1/1/2011 - 7/1/2011	
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm		
1,402.90	Base Salary	1,634.40	Base Salary	1,769.21	Base Salary	1,904.08	Base Salary	2,218.23	Base Salary	
134.19	N.D	156.18	N.D	168.99	N.D	181.80	N.D	211.65	N.D	
109.47	H.D.	127.41	H.D.	137.86	H.D.	148.31	H.D.	172.66	H.D.	
241.17	T.C.A.P.	241.17	T.C.A.P.	241.17	T.C.A.P.	241.17	T.C.A.P.	241.17	T.C.A.P.	
1,887.73	Total Salary FD2-15	2,159.16	Total Salary FD3-15	2,317.23	Total Salary FD4-15	2,475.36	Total Salary FD5-15	2,843.71	Total Salary FD6-15	
						Chemist				
Fire Lieut 20 YRS	1/1/2011 - 7/1/2011	Captain 20 YRS	1/1/2011 - 7/1/2011	GFRmFAC 20 YRS	1/1/2011 - 7/1/2011	Dist. Chief 20 YRS	1/1/2011 - 7/1/2011	Dep Chief 20 YRS	1/1/2011 - 7/1/2011	
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm		
1,402.90	Base Salary	1,634.40	Base Salary	1,769.21	Base Salary	1,904.08	Base Salary	2,218.23	Base Salary	
134.19	N.D	156.18	N.D	168.99	N.D	181.80	N.D	211.65	N.D	
109.47	H.D.	127.41	H.D.	137.86	H.D.	148.31	H.D.	172.66	H.D.	
245.00	T.C.A.P.	245.00	T.C.A.P.	245.00	T.C.A.P.	245.00	T.C.A.P.	245.00	T.C.A.P.	
1,891.56	Total Salary FD2-20	2,162.99	Total Salary FD3-20	2,321.06	Total Salary FD4-20	2,479.19	Total Salary FD5-20	2,847.54	Total Salary FD6-20	
						Chemist				
Fire Lieut 25 YRS	1/1/2011 - 7/1/2011	Captain 25 YRS	1/1/2011 - 7/1/2011	GFRmFAC 25 YRS	1/1/2011 - 7/1/2011	Dist. Chief 25 YRS	1/1/2011 - 7/1/2011	Dep Chief 25 YRS	1/1/2011 - 7/1/2011	
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm		
1,402.90	Base Salary	1,634.40	Base Salary	1,769.21	Base Salary	1,904.08	Base Salary	2,218.23	Base Salary	
134.19	N.D	156.18	N.D	168.99	N.D	181.80	N.D	211.65	N.D	
109.47	H.D.	127.41	H.D.	137.86	H.D.	148.31	H.D.	172.66	H.D.	
248.83	T.C.A.P.	248.83	T.C.A.P.	248.83	T.C.A.P.	248.83	T.C.A.P.	248.83	T.C.A.P.	
1,895.39	Total Salary FD2-25	2,166.82	Total Salary FD3-25	2,324.89	Total Salary FD4-25	2,483.02	Total Salary FD5-25	2,851.37	Total Salary FD6-25	

BFD Salary Charts

Base Salary	Prior Years Base Salary times % Increase										Prepared by:	Carol Petta		
N.D.9.5%	New Base Salary times 9.5%										Date	6/18/2010		
H.D.7.75%	New Base Salary times 4.75% Eff FY2008 increase 1.5% = 6.25% Eff FY2009 increase 1.5% = 7.75%													
T.C.A.P.01%	Based on New Salary Plan 3rd Year FF Total Salary plus last years TCAP for Specific Rank													
OFFICERS														
Suggest NEW Salary Plan FDC, Title, Position Number \$500.00														
LIEUT./SR. FA OPER, CAPTAIN/PRIN FA OPER, GFRM FAC/RADIO SUPV, DIST CHIEF/CHEMIST/ASST. SUPT FA, DEPUTY CHIEF/SUPERINTENDENT FA														
3rd Yr FF Total Salary for TCAP														
1,359.54														
Increase 1.5%			Increase 2.5%			Increase 2.5%			Chemist Increase 2.5%			Increase 2.5%		
Fire Lieut 5 YRS	7/2/2011		Captain 5 YRS	7/2/2011		GFRmFAC 5 YRS	7/2/2011		Dist. Chief 5 YRS	7/2/2011		Dep. Chief 5 YRS	7/2/2011	
Senior Fire Alarm Operator			Principal Fire Alarm Operator			Radio Supervisor			Asst. Superintendent of FA			Superintendent of Fire Alarm		
1,423.94	Base Salary		1,658.92	Base Salary		1,795.75	Base Salary		1,932.64	Base Salary		2,251.50	Base Salary	
136.19	N.D		158.51	N.D		171.51	N.D		184.51	N.D		214.81	N.D	
111.10	H.D.		129.31	H.D.		139.92	H.D.		150.53	H.D.		175.24	H.D.	
245.19	T.C.A.P.		245.19	T.C.A.P.		245.19	T.C.A.P.		245.19	T.C.A.P.		245.19	T.C.A.P.	
1,916.42	Total Salary	FD2-5	2,191.93	Total Salary	FD3-5	2,352.37	Total Salary	FD4-5	2,512.87	Total Salary	FD5-5	2,886.74	Total Salary	FD6-5
												Chemist		
Fire Lieut 10 YRS	7/2/2011		Captain 10 YRS	7/2/2011		GFRmFAC 10 YRS	7/2/2011		Dist. Chief 10 YRS	7/2/2011		Dep Chief 10 YRS	7/2/2011	
Senior Fire Alarm Operator			Principal Fire Alarm Operator			Radio Supervisor			Asst. Superintendent of FA			Superintendent of Fire Alarm		
1,423.94	Base Salary		1,658.92	Base Salary		1,795.75	Base Salary		1,932.64	Base Salary		2,251.50	Base Salary	
136.19	N.D		158.51	N.D		171.51	N.D		184.51	N.D		214.81	N.D	
111.10	H.D.		129.31	H.D.		139.92	H.D.		150.53	H.D.		175.24	H.D.	
250.93	T.C.A.P.		250.93	T.C.A.P.		250.93	T.C.A.P.		250.93	T.C.A.P.		250.93	T.C.A.P.	
1,922.16	Total Salary	FD2-10	2,197.67	Total Salary	FD3-10	2,358.11	Total Salary	FD4-10	2,518.61	Total Salary	FD5-10	2,892.48	Total Salary	FD6-10
												Chemist		
Fire Lieut 15 YRS	7/2/2011		Captain 15 YRS	7/2/2011		GFRmFAC 15 YRS	7/2/2011		Dist. Chief 15 YRS	7/2/2011		Dep Chief 15 YRS	7/2/2011	
Senior Fire Alarm Operator			Principal Fire Alarm Operator			Radio Supervisor			Asst. Superintendent of FA			Superintendent of Fire Alarm		
1,423.94	Base Salary		1,658.92	Base Salary		1,795.75	Base Salary		1,932.64	Base Salary		2,251.50	Base Salary	
136.19	N.D		158.51	N.D		171.51	N.D		184.51	N.D		214.81	N.D	
111.10	H.D.		129.31	H.D.		139.92	H.D.		150.53	H.D.		175.24	H.D.	
254.77	T.C.A.P.		254.77	T.C.A.P.		254.77	T.C.A.P.		254.77	T.C.A.P.		254.77	T.C.A.P.	
1,926.00	Total Salary	FD2-15	2,201.51	Total Salary	FD3-15	2,361.95	Total Salary	FD4-15	2,522.45	Total Salary	FD5-15	2,896.32	Total Salary	FD6-15
												Chemist		
Fire Lieut 20 YRS	7/2/2011		Captain 20 YRS	7/2/2011		GFRmFAC 20 YRS	7/2/2011		Dist. Chief 20 YRS	7/2/2011		Dep Chief 20 YRS	7/2/2011	
Senior Fire Alarm Operator			Principal Fire Alarm Operator			Radio Supervisor			Asst. Superintendent of FA			Superintendent of Fire Alarm		
1,423.94	Base Salary		1,658.92	Base Salary		1,795.75	Base Salary		1,932.64	Base Salary		2,251.50	Base Salary	
136.19	N.D		158.51	N.D		171.51	N.D		184.51	N.D		214.81	N.D	
111.10	H.D.		129.31	H.D.		139.92	H.D.		150.53	H.D.		175.24	H.D.	
258.60	T.C.A.P.		258.60	T.C.A.P.		258.60	T.C.A.P.		258.60	T.C.A.P.		258.60	T.C.A.P.	
1,929.83	Total Salary	FD2-20	2,205.34	Total Salary	FD3-20	2,365.78	Total Salary	FD4-20	2,526.28	Total Salary	FD5-20	2,900.15	Total Salary	FD6-20
												Chemist		
Fire Lieut 25 YRS	7/2/2011		Captain 25 YRS	7/2/2011		GFRmFAC 25 YRS	7/2/2011		Dist. Chief 25 YRS	7/2/2011		Dep Chief 25 YRS	7/2/2011	
Senior Fire Alarm Operator			Principal Fire Alarm Operator			Radio Supervisor			Asst. Superintendent of FA			Superintendent of Fire Alarm		
1,423.94	Base Salary		1,658.92	Base Salary		1,795.75	Base Salary		1,932.64	Base Salary		2,251.50	Base Salary	
136.19	N.D		158.51	N.D		171.51	N.D		184.51	N.D		214.81	N.D	
111.10	H.D.		129.31	H.D.		139.92	H.D.		150.53	H.D.		175.24	H.D.	
262.43	T.C.A.P.		262.43	T.C.A.P.		262.43	T.C.A.P.		262.43	T.C.A.P.		262.43	T.C.A.P.	
1,933.66	Total Salary	FD2-25	2,209.17	Total Salary	FD3-25	2,369.61	Total Salary	FD4-25	2,530.11	Total Salary	FD5-25	2,903.98	Total Salary	FD6-25

Base Salary	Prior Years Base Salary times % increase									Prepared by:	Carol Petta
N.D.9.5%	New Base Salary times 9.5%									Date:	6/18/2010
H.D.4.75%	New Base Salary times 4.75% Eff FY2008 Increase 1.5% = 6.25% Eff FY2009 Increase 1.5% = 7.75%										
T.C.A.P.1%	Based on 3rd Year FF Total Salary plus last years TCAP										
LIEUT/SR. FA OPER, CAPTAIN/PRIN FA OPER, GFRM FAC/RADIO SUPV, DIST CHIEF/CHEMIST/ASST. SUPT FA, DEPUTY CHIEF/SUPERINTENDENT FA											
3rd Yr FF Total Salary for TCAP											
1,337.82											
Increase 2.5%	Increase 2.5%			Increase 2.5%			Chemist	Increase 2.5%		Increase 2.5%	
Fire Lieut 5 YRS	1/1/11 to 7/1/11	Captain 5 YRS	1/1/11 to 7/1/11	GFRmFAC 5 YRS	1/1/11 to 7/1/11	Dist. Chief 5 YRS	1/1/11 to 7/1/11	Dep. Chief 5 YRS	1/1/11 to 7/1/11		
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm			
1,402.90	Base Salary	1,634.40	Base Salary	1,769.21	Base Salary	1,904.08	Base Salary	2,218.23	Base Salary		
133.28	N.D	155.27	N.D	168.07	N.D	180.89	N.D	210.73	N.D		
108.72	H.D.	126.67	H.D.	137.11	H.D.	147.57	H.D.	171.91	H.D.		
218.51	T.C.A.P.	218.51	T.C.A.P.	218.51	T.C.A.P.	218.51	T.C.A.P.	218.51	T.C.A.P.		
1,863.41	Total Salary FD2-5	2,134.85	Total Salary FD3-5	2,292.90	Total Salary FD4-5	2,451.05	Total Salary FD5-5	2,819.38	Total Salary FD6-5		
Chemist											
Fire Lieut 10 YRS	1/1/11 to 7/1/11	Captain 10 YRS	1/1/11 to 7/1/11	GFRmFAC 10 YRS	1/1/11 to 7/1/11	Dist. Chief 10 YRS	1/1/11 to 7/1/11	1/1/11 to 7/1/11			
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm			
1,402.90	Base Salary	1,634.40	Base Salary	1,769.21	Base Salary	1,904.08	Base Salary	2,218.23	Base Salary		
133.28	N.D	155.27	N.D	168.07	N.D	180.89	N.D	210.73	N.D		
108.72	H.D.	126.67	H.D.	137.11	H.D.	147.57	H.D.	171.91	H.D.		
224.25	T.C.A.P.	224.25	T.C.A.P.	224.25	T.C.A.P.	224.25	T.C.A.P.	224.25	T.C.A.P.		
1,869.15	Total Salary FD2-10	2,140.59	Total Salary FD3-10	2,298.64	Total Salary FD4-10	2,456.79	Total Salary FD5-10	2,825.12	Total Salary FD6-10		
Chemist											
Fire Lieut 15 YRS	1/1/11 to 7/1/11	Captain 15 YRS	1/1/11 to 7/1/11	GFRmFAC 15 YRS	1/1/11 to 7/1/11	Dist. Chief 15 YRS	1/1/11 to 7/1/11	Dep Chief 15 YRS	1/1/11 to 7/1/11		
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm			
1,402.90	Base Salary	1,634.40	Base Salary	1,769.21	Base Salary	1,904.08	Base Salary	2,218.23	Base Salary		
133.28	N.D	155.27	N.D	168.07	N.D	180.89	N.D	210.73	N.D		
108.72	H.D.	126.67	H.D.	137.11	H.D.	147.57	H.D.	171.91	H.D.		
228.09	T.C.A.P.	228.09	T.C.A.P.	228.09	T.C.A.P.	228.09	T.C.A.P.	228.09	T.C.A.P.		
1,872.99	Total Salary FD2-15	2,144.43	Total Salary FD3-15	2,302.48	Total Salary FD4-15	2,460.63	Total Salary FD5-15	2,828.96	Total Salary FD6-15		
Chemist											
Fire Lieut 20 YRS	1/1/11 to 7/1/11	Captain 20 YRS	1/1/11 to 7/1/11	GFRmFAC 20 YRS	1/1/11 to 7/1/11	Dist. Chief 20 YRS	1/1/11 to 7/1/11	Dep Chief 20 YRS	1/1/11 to 7/1/11		
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm			
1,402.90	Base Salary	1,634.40	Base Salary	1,769.21	Base Salary	1,904.08	Base Salary	2,218.23	Base Salary		
133.28	N.D	155.27	N.D	168.07	N.D	180.89	N.D	210.73	N.D		
108.72	H.D.	126.67	H.D.	137.11	H.D.	147.57	H.D.	171.91	H.D.		
231.92	T.C.A.P.	231.92	T.C.A.P.	231.92	T.C.A.P.	231.92	T.C.A.P.	231.92	T.C.A.P.		
1,876.82	Total Salary FD2-20	2,148.26	Total Salary FD3-20	2,306.31	Total Salary FD4-20	2,464.46	Total Salary FD5-20	2,832.79	Total Salary FD6-20		
Chemist											
Fire Lieut 25 YRS	1/1/11 to 7/1/11	Captain 25 YRS	1/1/11 to 7/1/11	GFRmFAC 25 YRS	1/1/11 to 7/1/11	Dist. Chief 25 YRS	1/1/11 to 7/1/11	Dep Chief 25 YRS	1/1/11 to 7/1/11		
Senior Fire Alarm Operator		Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm			
1,402.90	Base Salary	1,634.40	Base Salary	1,769.21	Base Salary	1,904.08	Base Salary	2,218.23	Base Salary		
133.28	N.D	155.27	N.D	168.07	N.D	180.89	N.D	210.73	N.D		
108.72	H.D.	126.67	H.D.	137.11	H.D.	147.57	H.D.	171.91	H.D.		
235.75	T.C.A.P.	235.75	T.C.A.P.	235.75	T.C.A.P.	235.75	T.C.A.P.	235.75	T.C.A.P.		
1,880.65	Total Salary FD2-25	2,152.09	Total Salary FD3-25	2,310.14	Total Salary FD4-25	2,468.29	Total Salary FD5-25	2,836.62	Total Salary FD6-25		

Base Salary	Prior Years Base Salary times % increase										Prepared by:	Carol Petta
N.D. 9.5%	New Base Salary times 9.5%										Date:	6/18/2010
H.D. 4.75%	New Base Salary times 4.75% Eff FY2008 Increase 1.5% = 6.25% Eff FY2009 Increase 1.5% = 7.75%											
T.C.A.P. 1%	Based on 3rd Year FF Total Salary plus last years TCAP											
LIEUT/SR. FA OPER, CAPTAIN/PRIN FA OPER, GFRM FAC/RADIO SUPV, DIST CHIEF/CHEMIST/ASST. SUPT FA, DEPUTY CHIEF/SUPERINTENDENT FA												
3rd Yr FF Total Salary for TCAP												
1,357.87												
Increase 1.5%	Increase 1.5%			Increase 1.5%			Chemist Increase 1.5%		Increase 1.5%			
Fire Lieut 5 YRS 7/2/2011-	Captain 5 YRS 7/2/2011-		GFRmFAC 5 YRS 7/2/2011-		Chemist 5 YRS 7/2/2011-		Dist. Chief 5 YRS 7/2/2011-		Dep. Chief 5 YRS 7/2/2011-			
Senior Fire Alarm Operator	Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm					
1,423.94	Base Salary	1,658.92	Base Salary	1,795.75	Base Salary	1,932.64	Base Salary	2,251.50	Base Salary			
135.27	N.D	157.60	N.D	170.60	N.D	183.60	N.D	213.89	N.D			
110.36	H.D.	128.57	H.D.	139.17	H.D.	149.78	H.D.	174.49	H.D.			
232.09	T.C.A.P.	232.09	T.C.A.P.	232.09	T.C.A.P.	232.09	T.C.A.P.	232.09	T.C.A.P.			
1,901.66	Total Salary	2,177.18	Total Salary	2,337.61	Total Salary	2,498.11	Total Salary	2,871.97	Total Salary			
Chemist												
Fire Lieut 10 YRS 7/2/2011-	Captain 10 YRS 7/2/2011-		GFRmFAC 10 YRS 7/2/2011-		Chemist 10 YRS 7/2/2011-		Dist. Chief 10 YRS 7/2/2011-		Dep. Chief 10 YRS 7/2/2011-			
Senior Fire Alarm Operator	Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm					
1,423.94	Base Salary	1,658.92	Base Salary	1,795.75	Base Salary	1,932.64	Base Salary	2,251.50	Base Salary			
135.27	N.D	157.60	N.D	170.60	N.D	183.60	N.D	213.89	N.D			
110.36	H.D.	128.57	H.D.	139.17	H.D.	149.78	H.D.	174.49	H.D.			
237.83	T.C.A.P.	237.83	T.C.A.P.	237.83	T.C.A.P.	237.83	T.C.A.P.	237.83	T.C.A.P.			
1,907.40	Total Salary	2,182.92	Total Salary	2,343.35	Total Salary	2,503.85	Total Salary	2,877.71	Total Salary			
Chemist												
Fire Lieut 15 YRS 7/2/2011-	Captain 15 YRS 7/2/2011-		GFRmFAC 15 YRS 7/2/2011-		Chemist 15 YRS 7/2/2011-		Dist. Chief 15 YRS 7/2/2011-		Dep Chief 15 YRS 7/2/2011-			
Senior Fire Alarm Operator	Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm					
1,423.94	Base Salary	1,658.92	Base Salary	1,795.75	Base Salary	1,932.64	Base Salary	2,251.50	Base Salary			
135.27	N.D	157.60	N.D	170.60	N.D	183.60	N.D	213.89	N.D			
110.36	H.D.	128.57	H.D.	139.17	H.D.	149.78	H.D.	174.49	H.D.			
241.67	T.C.A.P.	241.67	T.C.A.P.	241.67	T.C.A.P.	241.67	T.C.A.P.	241.67	T.C.A.P.			
1,911.24	Total Salary	2,186.76	Total Salary	2,347.19	Total Salary	2,507.69	Total Salary	2,881.55	Total Salary			
Chemist												
Fire Lieut 20 YRS 7/2/2011-	Captain 20 YRS 7/2/2011-		GFRmFAC 20 YRS 7/2/2011-		Chemist 20 YRS 7/2/2011-		Dist. Chief 20 YRS 7/2/2011-		Dep Chief 20 YRS 7/2/2011-			
Senior Fire Alarm Operator	Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm					
1,423.94	Base Salary	1,658.92	Base Salary	1,795.75	Base Salary	1,932.64	Base Salary	2,251.50	Base Salary			
135.27	N.D	157.60	N.D	170.60	N.D	183.60	N.D	213.89	N.D			
110.36	H.D.	128.57	H.D.	139.17	H.D.	149.78	H.D.	174.49	H.D.			
245.50	T.C.A.P.	245.50	T.C.A.P.	245.50	T.C.A.P.	245.50	T.C.A.P.	245.50	T.C.A.P.			
1,915.07	Total Salary	2,190.59	Total Salary	2,351.02	Total Salary	2,511.52	Total Salary	2,885.38	Total Salary			
Chemist												
Fire Lieut 25 YRS 7/2/2011-	Captain 25 YRS 7/2/2011-		GFRmFAC 25 YRS 7/2/2011-		Chemist 25 YRS 7/2/2011-		Dist. Chief 25 YRS 7/2/2011-		Dep Chief 25 YRS 7/2/2011-			
Senior Fire Alarm Operator	Principal Fire Alarm Operator		Radio Supervisor		Asst. Superintendent of FA		Superintendent of Fire Alarm					
1,423.94	Base Salary	1,658.92	Base Salary	1,795.75	Base Salary	1,932.64	Base Salary	2,251.50	Base Salary			
135.27	N.D	157.60	N.D	170.60	N.D	183.60	N.D	213.89	N.D			
110.36	H.D.	128.57	H.D.	139.17	H.D.	149.78	H.D.	174.49	H.D.			
249.33	T.C.A.P.	249.33	T.C.A.P.	249.33	T.C.A.P.	249.33	T.C.A.P.	249.33	T.C.A.P.			
1,918.90	Total Salary	2,194.42	Total Salary	2,354.85	Total Salary	2,515.35	Total Salary	2,889.21	Total Salary			