

Exhibit C

34. APPENDIX A – IAFF WAGE TABLES

CURRENT WAGES - EFFECTIVE JANUARY 9, 2022

Grade	Classification		1	2	3	4	5
344C	Firefighter	Hourly	23.69	25.16	26.71	28.35	30.09
		Bi-Weekly*	2,653.21	2,817.40	2,990.99	3,174.96	3,370.30
		Annually*	68,983.46	73,252.40	77,765.74	82,548.96	87,627.80
355C	Fire Engineer	Hourly	26.12	27.74	29.45	31.26	33.18
		Bi-Weekly*	2,925.62	3,106.76	3,297.94	3,500.73	3,716.19
		Annually*	76,066.12	80,775.76	85,746.44	91,018.98	96,620.94
363C	Firefighter/Paramedic	Hourly	26.56	28.20	29.95	31.79	33.75
		Bi-Weekly*	2,975.14	3,158.75	3,353.98	3,560.30	3,780.22
		Annually*	77,353.64	82,127.50	87,203.48	92,567.80	98,285.72
370C	Fire Engineer/Paramedic	Hourly	29.26	31.07	32.99	35.02	37.18
		Bi-Weekly*	3,277.34	3,479.68	3,694.93	3,922.04	4,164.21
		Annually*	85,210.84	90,471.68	96,068.18	101,973.04	108,269.46
403C	Captain	Hourly	32.83	34.86	37.01	39.30	41.72
		Bi-Weekly*	3,677.42	3,903.92	4,145.27	4,401.43	4,672.44
		Annually*	95,612.92	101,501.92	107,777.02	114,437.18	121,483.44
423C	Captain/Paramedic	Hourly	37.01	39.29	41.71	44.29	47.02
		Bi-Weekly*	4,144.93	4,400.66	4,672.06	4,960.59	5,266.78
		Annually*	107,768.18	114,417.16	121,473.56	128,975.34	136,936.28

YEAR 1 - EFFECTIVE JANUARY 8, 2023

Grade	Classification		1	2	3	4	5
344C	Firefighter	Hourly	24.87	26.41	28.04	29.77	31.60
		Bi-Weekly*	2,785.44	2,957.92	3,140.48	3,334.24	3,539.20
		Annually*	72,421.44	76,905.92	81,652.48	86,690.24	92,019.20
355C	Fire Engineer	Hourly	28.73	30.51	32.39	34.38	36.50
		Bi-Weekly*	3,217.76	3,417.12	3,627.68	3,850.56	4,088.00
		Annually*	83,661.76	88,845.12	94,319.68	100,114.56	106,288.00
363C	Firefighter/Paramedic	Hourly	27.89	29.61	31.44	33.38	35.44
		Bi-Weekly*	3,123.68	3,316.32	3,521.28	3,738.56	3,969.28
		Annually*	81,215.68	86,224.32	91,553.28	97,202.56	103,201.28
370C	Fire Engineer/Paramedic	Hourly	32.19	34.18	36.29	38.52	40.90
		Bi-Weekly*	3,605.28	3,828.16	4,064.48	4,314.24	4,580.80
		Annually*	93,737.28	99,532.16	105,676.48	112,170.24	119,100.80
403C	Captain	Hourly	34.48	36.60	38.86	41.26	43.80
		Bi-Weekly*	3,861.76	4,099.20	4,352.32	4,621.12	4,905.60
		Annually*	100,405.76	106,579.20	113,160.32	120,149.12	127,545.60
423C	Captain/Paramedic	Hourly	38.86	41.26	43.80	46.51	49.38
		Bi-Weekly*	4,352.32	4,621.12	4,905.60	5,209.12	5,530.56
		Annually*	113,160.32	120,149.12	127,545.60	135,437.12	143,794.56

Exhibit C

YEAR 2 - EFFECTIVE JANUARY 7, 2024**

Grade Classification		1	2	3	4	5
344C Firefighter	Hourly	26.61	28.26	30.00	31.85	33.81
	Bi-Weekly*	2,980.32	3,165.12	3,360.00	3,567.20	3,786.72
	Annually*	77,488.32	82,293.12	87,360.00	92,747.20	98,454.72
355C Fire Engineer	Hourly	30.74	32.65	34.66	36.79	39.06
	Bi-Weekly*	3,442.88	3,656.80	3,881.92	4,120.48	4,374.72
	Annually*	89,514.88	95,076.80	100,929.92	107,132.48	113,742.72
363C Firefighter/Paramedic	Hourly	29.84	31.68	33.64	35.72	37.92
	Bi-Weekly*	3,342.08	3,548.16	3,767.68	4,000.64	4,247.04
	Annually*	86,894.08	92,252.16	97,959.68	104,016.64	110,423.04
370C Fire Engineer/Paramedic	Hourly	34.44	36.57	38.83	41.22	43.76
	Bi-Weekly*	3,857.28	4,095.84	4,348.96	4,616.64	4,901.12
	Annually*	100,289.28	106,491.84	113,072.96	120,032.64	127,429.12
403C Captain	Hourly	36.89	39.16	41.58	44.15	46.87
	Bi-Weekly*	4,131.68	4,385.92	4,656.96	4,944.80	5,249.44
	Annually*	107,423.68	114,033.92	121,080.96	128,564.80	136,485.44
423C Captain/Paramedic	Hourly	41.58	44.15	46.87	49.77	52.84
	Bi-Weekly*	4,656.96	4,944.80	5,249.44	5,574.24	5,918.08
	Annually*	121,080.96	128,564.80	136,485.44	144,930.24	153,870.08

YEAR 3 - EFFECTIVE JANUARY 5, 2025**

Grade Description		1	2	3	4	5
344C Firefighter	Hourly	27.67	29.39	31.20	33.12	35.16
	Bi-Weekly*	3,099.04	3,291.68	3,494.40	3,709.44	3,937.92
	Annually*	80,575.04	85,583.68	90,854.40	96,445.44	102,385.92
355C Fire Engineer	Hourly	31.97	33.96	36.05	38.26	40.62
	Bi-Weekly*	3,580.64	3,803.52	4,037.60	4,285.12	4,549.44
	Annually*	93,096.64	98,891.52	104,977.60	111,413.12	118,285.44
363C Firefighter/Paramedic	Hourly	31.03	32.95	34.99	37.15	39.44
	Bi-Weekly*	3,475.36	3,690.40	3,918.88	4,160.80	4,417.28
	Annually*	90,359.36	95,950.40	101,890.88	108,180.80	114,849.28
370C Fire Engineer/Paramedic	Hourly	35.82	38.03	40.38	42.87	45.51
	Bi-Weekly*	4,011.84	4,259.36	4,522.56	4,801.44	5,097.12
	Annually*	104,307.84	110,743.36	117,586.56	124,837.44	132,525.12
403C Captain	Hourly	38.37	40.73	43.24	45.92	48.74
	Bi-Weekly*	4,297.44	4,561.76	4,842.88	5,143.04	5,458.88
	Annually*	111,733.44	118,605.76	125,914.88	133,719.04	141,930.88
423C Captain/Paramedic	Hourly	43.24	45.92	48.74	51.76	54.95
	Bi-Weekly*	4,842.88	5,143.04	5,458.88	5,797.12	6,154.40
	Annually*	125,914.88	133,719.04	141,930.88	150,725.12	160,014.40

*Bi-weekly and annual totals are based on the average number of hours worked over a 3 year period.

**Employees are eligible for up to 7% for year 2, and 4% for year 3, based on the City meeting and/or exceeding certain economic triggers as outlined in the IAFF MOU. This wage table reflects wages should all triggers be met as expected. If triggers are not met, the wage tables will be updated accordingly.