

MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF BEVERLY HILLS AND
THE BEVERLY HILLS FIREMEN'S ASSOCIATION

WHEREAS, the Beverly Hills Firemen's Association, (hereinafter "Association") a formally recognized employee organization, representing all nonexecutive sworn safety fire personnel (hereinafter "Fire Personnel"), and duly authorized representatives of the management of the City of Beverly Hills, have met and conferred in good faith freely exchanging information, opinions and proposals, and have reached the following understanding on matters within the scope of representation. A list of all classifications represented by the Association is attached to this Memorandum of Understanding as Exhibit A.

Now, therefore, the parties agree and mutually recommend to the City Council of the City of Beverly Hills the following for its determination:

1. Integration. This document embodies a written memorandum of the entire understanding and mutual agreement of the parties as required by Government Code Section 3505.1 and supersedes all prior Memoranda of Understanding and verbal agreements between the parties hereto.

It is recognized that there exists now certain past practices, policies or procedures that are in force and effect which affect wages, hours and working conditions. To that extent, it is agreed that such practices, policies and procedures shall remain in full force and effect during the entire term of this agreement, unless they are inconsistent with the provisions of this MOU, or unless they are changed by agreement of the parties.

This MOU is subject to a determination and implementation by the City Council pursuant to Government Code Section 3505.1. Upon determination by the City Council pursuant to Government Code Section 3505.1, the provisions of the City Compensation Plan for Fire Personnel (the "Plan") which are referred to herein shall be modified as set forth herein.

2. Term. Unless otherwise specified herein, this Memorandum of Understanding shall be effective beginning October 6, 2011 and shall expire on October 5, 2015.

1. SALARIES

The ranks of Firefighter, Fire Engineer, Fire Captain and Fire Battalion Chief shall each be separated from the top step of one classification to the top step of the higher classification by 17.7% respectively (equal to six 2.75% increments compounded). The Compensation Matrix, a copy of which is attached hereto as Exhibit "B", outlines the base salary steps for each classification. Each salary step differential shall be the equivalent of two 2.75% increments compounded.

Any increase in base pay for all classifications will be achieved by applying the same percentage of pay increase to the bottom step of each classification.

Effective July 1, 2013, all Fire personnel shall receive a one percent (1%) base salary increase.

Effective July 1, 2014, Fire personnel shall receive a two percent (2%) base salary increase.

Effective July 1, 2015, Fire personnel shall receive a two percent (2%) base salary increase.

Effective July 1, 2013, Paramedic salaries and range steps will be determined by the values published as part of the Compensation Matrix (Exhibit "B") attached hereto. Additional certified fire paramedical crew members shall receive paramedic compensation for days when actually assigned to paramedical duty, though not regularly so assigned. Paramedics shall be EMT instructors for fire personnel in the Beverly Hills Fire Department.

2. APPOINTMENT AND ADVANCEMENT

A. Movement Through Range

The City Manager may make appointments to or advancements within the prescribed ranges of specific positions upon evaluation of employee qualifications and performance. Normally, employees shall be appointed at the first step and shall be eligible to be advanced through the five (5) basic steps in their allocated schedules as follows:

1. Probationary Employment

Unless otherwise provided, every probationary employee shall receive a salary step increase to Step II upon satisfactory completion of the first six months of service. Thereafter, the employee's anniversary date for salary increases (to move to the next step) shall be adjusted such that increases shall be provided after the employee satisfactorily completes one year of service after his/her previous step increase.

2. Appointment and Advancement

The probationary period for new and promoted fire employees shall be one year from the date upon which they start the mandatory vestibule training or from the date of promotion. This probationary period applies to newly hired and laterally transferred recruit Firefighters. This one year probationary period is in addition to any time spent by recruit Firefighters attending an off-site recruit academy.

3. Any probationary period may be extended at the direction of the Fire Chief.

4. Permanent Employee Advancement

Unless otherwise provided, every permanent employee (i.e., employees who have successfully completed their probationary period) shall receive step advancements in the following manner:

- a. Each year on his or her anniversary date in the position, an employee shall be eligible for salary step increases for Steps III-V, provided said employee has received an evaluation with an overall rating of at least satisfactory. The salary step increase will be effective on the first day of the pay period that begins after his or her anniversary date.
- b. Such an increase is recommended by the employee's supervisor and the Fire Chief or designee and is approved by the Assistant Director of Administrative Services/Human Resources.

B. Employment At Other Than The First Step

Every appointment shall be at the first step of the schedule prescribed for the classification unless, upon the recommendation of the Assistant Director of Administrative Services/Human Resources, the City Manager authorizes hiring at a higher step. Such authorization shall be kept to a minimum and based upon proven inability to recruit at the first step, or upon ascertained special talent and ability of the prospective employee.

In the event an individual is appointed to a step above the first, he/she shall be eligible for a salary step increase upon the completion of one year of service, (on the first date of the pay period that begins after one year of service has been completed) and receipt of an evaluation with an overall rating of at least satisfactory.

C. Filling Position out of Classification

Filling Position out of Classification (F.P.O.C.) is defined as a temporary assignment of any duration to a superior classification for which an employee is qualified, but has yet to achieve a permanent promotion.

F.P.O.C. compensation shall be paid at the first step of the salary schedule attendant to the superior classification. In the event the first step of that salary range is less than 5.5% above the current level of pay for the affected employee, he or she shall be compensated at a higher step of that salary range which is at least 5.5% above the current level of pay. Effective on July 1, 2013, in the event a firefighter works F.P.O.C. as a paramedic, he/she is to be compensated per the paramedic salary matrix attached hereto as Exhibit B and at the paramedic salary step that correlates with their current salary step and range as a firefighter (i.e., a top step firefighter that works F.P.O.C. as a paramedic will be compensated at the top step paramedic (at the range which correlates with the bonuses currently being received) and a first step firefighter would be

compensated at the first step paramedic). The 5.5% separation shall not apply to firefighters working F.P.O.C. as paramedics.

D. Effective Date Of Increase

Approved salary step increases shall be effective on the first day of the pay period that begins after the qualifying date described above in subsection A of this Article.

The City Manager may authorize the advancement of an employee to any step within the prescribed schedule for that employee's current position, upon written recommendation of the Fire Chief or designee, as submitted to the Assistant Director of Administrative Services/Human Resources. Such salary increases shall be effective on the first day of the pay period following the approval of the City Manager if not otherwise specified by the City Manager. A special merit advancement shall cause the anniversary date of an employee to change to the effective date of the special merit advancement.

E. Superior-Subordinate Relationships

For the purpose of this section, a superior-subordinate relationship is defined as a relationship in which a classification has the responsibility for the direct supervision of another classification on a permanent basis.

In such a relationship, the superior shall be paid a monthly salary rate above his or her subordinates. When a subordinate's monthly salary rate is equal to or exceeds that which is being paid to his or her superior, the superior shall receive a special adjustment in an amount which is at least 2.75% above that received by his or her highest paid subordinate. At any time the superior's base salary (excluding this salary adjustment) exceeds the base salary of his or her subordinates, the salary adjustment granted to him/her by this section shall be eliminated.

Monthly salary is defined as the base monthly salary paid to a position. Excluded from salary computations for this provision are any bonuses paid, shift differentials, overtime payments, or any additional payment paid to a position.

3. BONUSES

No special salary adjustments authorized by this Article shall become effective until an official personnel transaction form authorizing the adjustment is approved by the Assistant Director of Administrative Services/Human Resources. Educational bonuses will be treated as part of base pay for overtime, termination payoffs or any other purposes, except as required by FLSA or by this agreement. Assignment bonuses will be considered part of base pay for calculation of overtime and termination payoffs. Educational bonuses and Assignment bonuses shall be reported to CalPERS as compensation earnable (i.e., pensionable income) if permitted by the Public Employees' Retirement Law. Effective July 1, 2013, to maintain any bonuses provided herein, Fire personnel must remain in the assignment or maintain any applicable certification. As

such, if Fire personnel do not remain in the assignment or maintain applicable certification, they will, at that time, become ineligible for the bonus.

Educational and assignment bonuses are 2.75% increments that are calculated by compounding (compounding shall apply only until June 30, 2013) each additional 2.75% increment onto the salary created by any prior consecutive 2.75% increase(s). All new and existing bonuses shall be calculated using this established compounding method until June 30, 2013. This compounding method is used for the formulation of The Compensation Matrix. Effective July 1, 2013, educational and assignment bonuses are calculated as a percentage of base salary at each rank. In calculating the bonuses, if an employee has more than one bonus, they shall not be compounded by adding another bonus into base salary. Rather, each bonus will be calculated by its 2.75% value. Bonuses will no longer be compounded effective July 1, 2013.

A. Education Bonuses

1. Fire Service Training Program

Any Firefighter or Fire Engineer certified by the State Fire Marshal's Office as a Firefighter II, shall receive a 2.75% bonus. Said bonus shall become effective on the first day of the payroll period following the date of certification.

Any Firefighter or Fire Engineer certified by the State Fire Marshal's Office as a Fire Officer, shall receive a 2.75% bonus. Said bonus shall become effective on the first day of the payroll period following the date of certification.

Any Fire Captain or Fire Battalion Chief certified by the State Fire Marshal's Office as a Fire Officer, shall receive a 2.75% bonus. Said bonus shall become effective on the first day of the payroll period following the date of certification.

Any Fire Captain or Fire Battalion Chief who completes the State Fire Marshal's Office course as a Chief Officer and at least 36 hours each fiscal year of educational training in Fire Administration, Public Administration, Fire Management or related field shall receive a 2.75% bonus on the first day of the payroll period following the date of completion of the course. The educational training can include job related courses such as seminars and will have to be maintained to qualify the individual for the bonus each fiscal year.

Prior approval for this educational training shall be granted by the Fire Chief.

No employee shall receive more than 5.5% in bonuses for Fire Service training.

The parties agree that these pays are educational premiums per Title 2 California Code of Regulations Section 571

2. E.M.T.I. Certification

Fire personnel, other than Paramedics, certified as an E.M.T.I., shall receive a bonus of 5.5%. The parties agree that this pay is an educational premium per Title 2 California Code of Regulations Section 571. Effective July 1, 2013, this bonus will be eliminated for all ranks. Effective on July 1, 2013, 5.5% will be added to base salary for Fire personnel.

3. Urban Search and Rescue (USAR)

Fire personnel who complete the prescribed department-training shall receive a USAR bonus of 2.75%. The parties agree that this pay is an educational premium per Title 2 California Code of Regulations Section 571.

B. Assignment Bonuses

1. Tillerman

Any Firefighter assigned as Tillerman shall receive a \$20.00 per month bonus. The parties agree that this pay is a special assignment pay per Title 2 California Code of Regulations Section 571.

2. Fire Mechanic

Any Firefighter assigned as a Fire Mechanic shall receive a bonus of 5.5%. The parties agree that this pay is a special assignment pay per Title 2 California Code of Regulations Section 571.

3. Paramedic Bonus

Fire personnel shall receive a bonus of 19.25% (through June 30, 2013) while regularly assigned as a paramedic, not to exceed 21 such personnel. Additional certified fire paramedical crew members shall receive said bonus for days when actually assigned to paramedical duty, though not regularly so assigned. Paramedics shall be EMT instructors for fire personnel in the Beverly Hills Fire Department. The parties agree that this pay is an educational premium per Title 2 California Code of Regulations Section 571. This section of the MOU shall sunset on June 30, 2013.

4. Administrative Assignment

Fire personnel, when removed from fire suppression duties and assigned to an administrative assignment by the Fire Chief, shall receive a bonus of 16.5%. The parties agree that this pay is a special assignment pay per Title 2 California Code of Regulations Section 571. In addition, the leave accounts of fire personnel

assigned to an administrative assignment shall be divided by 1.4 at the time of the assignment and valued at the hourly salary rate of the administrative assignment. Any such employee who has been allocated a City-owned take home vehicle by the Fire Chief shall only receive a bonus of 11%.

With respect to any references to the parties agreement that pays included herein are qualify as special compensation per Title 2 California Code of Regulations section 571, the parties agree and acknowledge that it is ultimately CalPERS who makes those determinations notwithstanding the parties' agreement.

4. RECLASSIFICATION, PROMOTION & Y-RATING

A. Reclassification

When a position in this bargaining unit is reclassified upward, the employee in the position may be appointed to the reclassified position, providing that:

1. The employee has held the position which was reclassified for a minimum of ninety (90) days prior to the reclassification, and
2. The employee meets the qualifications established for the position.

If the employee does not meet both of the above criteria, the reclassified position shall be filled through a recruitment process.

B. Y Rating

In the event an employee in a position is "Y"-rated, the employee's monthly base salary shall not be increased until the monthly base salary of the position held by that employee meets or exceeds the monthly base salary paid to that employee.

C. Compensation After Promotion or Upward Reclassification

An employee who is promoted or who is in a position which is reclassified upward shall be appointed to the first step of the salary schedule of the new classification unless the salary attendant to that step is not at least 5.5% higher than his or her salary prior to the promotion, as defined below, in which case the employee shall be promoted to the next highest salary step that produces at least a 5.5% increase in salary, as hereafter defined. Assignment bonuses shall be calculated as part of base salary for the purpose of establishing the initial salary step of a newly promoted employee. Benefits and leave rights shall be available to employees on probation as a result of accepting a promotion.

5. MEDICAL INSURANCE

A. Retiree Medical Insurance

1. The City contracts with the Public Employees' Retirement System for retiree medical insurance.
2. The City shall pay the PERS statutory minimum (\$108 for 2011, \$112.00 for 2012, and yet still undetermined for 2013 through 2015) on behalf of each participant in this program. A participant is defined as 1) an enrolled retiree and dependents, and 2) a surviving annuitant.
3. For Fire Battalion Chiefs hired prior to July 1, 2012 who retire (service retirement only) after the effective date of this MOU and who have over 15 years of active service in the City, the City shall contribute the difference between the PERS statutory minimum and the actual cost of the medical insurance premium up to the two party rate of the PORAC Plan under the PERS medical, through age 65.
4. For Firefighters, Fire Engineers and Fire Captains hired prior to July 1, 2012 who retire after the effective date of this MOU, the City shall contribute the difference between the PERS statutory minimum and the actual cost of the medical insurance premium up to the two party rate of the PORAC Plan under PERS medical, through age 65.
5. Fire Personnel hired by the City on or after July 1, 2012 who retire from the City will receive the PERS statutory minimum paid by the City. In addition, for Fire Personnel hired into the unit as new employees on or after July 1, 2012, in lieu of additional retiree medical insurance benefits, the City shall, while the employees are working for the City, contribute the sum of \$275.00 per month (\$126.92 per pay period) to a retirement health account, on behalf of such employees. For Fire Personnel who promote into the unit after July 1, 2012 who were City employees as of June 30, 2012, they will receive retiree medical benefits based on their years of service with the City in accordance with the benefits of this MOU as though they were a member of the bargaining unit prior to July 1, 2012.
6. Retired fire personnel who receive(d) a disability retirement on or after July 1, 1981, will be eligible for the PERS health plan (subject to the eligibility requirements of the plan) if said employee would have received a service retirement equaling 50 percent or greater.

B. Health and Welfare Benefits

The City contracts with the Public Employees' Retirement System for medical insurance coverage of eligible employees and retirees. Eligible new hires are covered under the program on the first day of the month following a 30-day waiting period that begins on the hire date.

The City will contribute the PERS statutory minimum (\$108 for 2011, \$112.00 for 2012, and yet still undetermined for 2013 through 2015) on behalf of each participant in the program. A participant is defined as any of the following individuals: (1) a covered employee, (2) a covered retiree, and (3) a covered surviving annuitant of a deceased retiree.

In addition, the City will provide current employees with flexible benefits through a cafeteria plan as provided below.

For employees who are absent as a result of being injured on duty, the City shall pay its contribution for fire personnel and dependents, if any, for health and welfare benefits during the continuous period of an employee's absence up to a maximum accumulated time of one year.

Any language contained in this MOU which is also contained in the cafeteria plan documents is done so for the convenience of the parties. However, the parties agree that all of the provisions of the cafeteria plan documents (whether included in this MOU or not) are applicable and binding on the parties to this MOU.

1. Cafeteria Plan: The provisions of the Cafeteria Plan are described below.

a. Benefits provided through Cafeteria Plan:

The following insurance benefits provided for in this Article are provided through the provision of a cafeteria plan adopted in accordance with the provisions of Internal Revenue Code § 125: medical insurance, dental insurance, and optical insurance.

Effective January 1, 2012, each month the City will contribute to the cafeteria plan an amount which will equal the total of the monthly premiums for the employee plus family category of the PORAC medical insurance plan, the employee plus family category of the Guardian dental plan and employee plus family category of the optical VSP (for 2012, this amount is \$1,551.00 for these benefits) to purchase the optional benefits of medical, dental and optical insurance. (For employees who participate in medical insurance through CalPERS, the amount described above will include the PERS statutory minimum paid by the City.)

Each calendar year during the term of this MOU, starting on January 1, 2013, the City will increase its monthly contribution by an amount equal to 80% of the total net increase over the previous year, if any, in the cost, as of January 1 of each year of the three specific benefits mentioned in the paragraph above.

Whatever amount employees pay (if any) will be carried over to the following year. Once the 80% amount is determined each year, that will determine the maximum amount the City will pay for the cafeteria plan for that year. Thus, for example, the cafeteria plan benefits for 2012 add up to

\$1,551.00. If, for 2013, the cost of the three benefits is 1,665.00, there would be a \$114 dollar increase in the cost of the benefits, and the City would increase its contribution by an amount equal to 80% of that increase (\$91.20). Thus, the 2013 cafeteria contribution would be \$1,551.00 + \$91.20 = \$1,642.20. The same formula to determine increases in the contribution would apply on a year-to-year basis throughout the term of the MOU, i.e., comparing 2014 costs to 2013 costs. In this example, the amount paid by the employees in 2013, will also be paid by the employees in future years as well as any additional employee costs determined by future insurance cost increases.

b. The Purchase of Optional Benefits Through the Cafeteria Plan:

The cafeteria plan offers employees the opportunity to purchase the following optional benefits: medical, dental and optical insurance.

(1) Medical Insurance

Eligible employees may select any of the following medical insurance plans offered by CalPERS:

HMO Plans

- 1) Kaiser;
- 2) Blue Shield Access +; or
- 3) Blue Shield Net Value

PPO Plans

- 1) PERS Care;
- 2) PERS Choice; or
- 3) PERS Select
- 4) PORAC

If CalPERS changes any of the medical insurance plans by either adding to or deleting the plan options described above, employees will be limited to those plan options offered by CalPERS.

For each of the foregoing plans, employees will also be able to choose the benefit for the employee category, employee + 1 category or employee + family category, except that, an employee may elect not to participate if he/she provides the City with proof that he/she has comparable medical insurance from another source.

(2) Dental Insurance

Employees shall also have the ability to select from two levels of dental insurance from the City's dental insurance provider, Guardian. The City reserves the right to change dental insurance providers if necessary. If it does, employees will be provided with similar benefits with the new provider and, if the amount of the new monthly premium for family coverage shall exceed that due

under the former plan, the City's monthly cafeteria plan contribution shall be increased by the amount of the premium increase. As with medical insurance, employees will have the options of participating in the employee category, the employee + 1 category or the employee + family category. Employees do not have to choose any dental insurance and need not provide proof of dental insurance from another source in order to make that choice.

(3) **Optical Insurance**

Employees shall also have the ability to select from two levels of optical insurance from the City's optical insurance provider, Vision Service Plan (VSP). The City reserves the right to change optical insurance providers if necessary. If it does, employees will be provided with similar benefits with the new provider and, if the amount of the new monthly premium for family coverage shall exceed that due under the former plan, the City's monthly cafeteria plan contribution shall be increased by the amount of the premium increase. As with medical insurance, employees have the options of participating in the employee category, the employee + 1 category or the employee + family category. Employees do not have to choose any optical insurance and need not provide proof of optical insurance from another source in order to make that choice.

c. **Employee Contributions for Benefit Options**

If an employee chooses optional benefits whose aggregate cost exceeds the total City contribution to the Cafeteria Plan, the City will automatically deduct the excess amount on a pre-tax basis from the employee's bi-weekly payroll.

d. **The Receipt of Cash Through the Cafeteria Plan**

Employees will be eligible to receive cash (subject to taxation as wages) through the cafeteria plan if they either opt out of receiving one of the optional benefits provided through the plan or if they choose optional benefits that do not cost as much as the maximum dollar amount they receive through the plan as follows:

(1) **Receipt of Cash for Opting Out of the Optional Benefits**

Employees who elect not to be covered by one or more of the three optional benefits provided through the cafeteria plan, and meet the opt out requirements, if any, shall receive the following monthly

amount as cash wages for each benefit for which the employee opts out:

1)	medical insurance	\$450.00
2)	dental insurance	\$100.00
3)	optical insurance	\$15.00

(2) Maximum Receipt of Cash If Optional Benefits Chosen Result in the Employee Still Having Cafeteria Plan Contributions Available

The cafeteria plan offers employees the ability to purchase each of the three optional benefits with the City's contribution to the cafeteria plan. Employees may choose to purchase benefits that cost less than the City's contribution to the cafeteria plan and choose to receive cash wages with their remaining City contribution. Any such employee shall be eligible to receive in cash the difference between the City's monthly cafeteria plan contribution and the total of the premiums selected by the employees, not to exceed \$475, as cash wages as long as he/she has not reached the cafeteria plan maximum amount with his/her purchases.

The parties agree that the maximum cash provided by B(1)(d)(1) and B(1)(d)(2) shall be increased to an amount equal to the maximum cash back provided for any of the City's other bargaining units for these purposes except those bargaining units represented by the Management and Professional Association and the Police Management Association. This exception also applies to Executive Management employees who are not in a bargaining unit but who may receive such a cash option as well.

As an example, (under B(1)(d)(1) above) assume that the City's monthly cafeteria plan contribution is \$1,298.00. If an employee opts out of dental insurance and purchases medical and optical insurance with premiums which add up to \$1,005.00, he/she would receive \$100.00 for opting out of dental insurance. However, if the premiums added up to \$1,287.00 (and the maximum amount was \$1,298.00) the employee would only receive \$11 for opting out of dental insurance, not the \$100.00 because the \$11 would cause the employee to reach the cafeteria plan contribution maximum.

As another example, (under B(1)(d)(2) above) if an employee purchases \$1,155.00 worth of optional benefits per month including medical insurance, (and the maximum amount was \$1,298.00) he/she will receive \$143.00 per month in cash.

However, if that employee only purchased \$700.00 per month in medical, dental and optical insurance, he/she will receive \$475.00 per month in cash.

e. Flexible Spending Accounts

The cafeteria plan will also offer employees the opportunity to participate in both a health care and dependent care flexible spending account (each an FSA) whereby employees will be able to defer up to \$2,500 per year (for the health care FSA) and up to \$5,000 per year (for the dependent care FSA) to pay for any eligible out of pocket expenses related to health care or dependent care on a pre-tax basis. The provisions of both of these FSA's will be provided in a plan document. The plan document will be available to each eligible employee upon request. Essentially, before January 1 of every year, employees will be able to elect to have their compensation (up to the aforementioned limits) for the upcoming year deducted biweekly and contributed on a pre-tax basis to the FSA. During the year (and for a short grace period thereafter), an employee can receive reimbursements under the FSA for covered expenses incurred during the year, up to the amount of the employee's contributions for the year. The FSA deductions will be withheld from employees' regular payroll. Any amount allocated but not used within the prescribed time limits shall be forfeited.

2. Supplemental Term Life Insurance. Employees may also purchase supplemental term life insurance, if available, with deductions from their bi-weekly compensation as designated by each employee. Employees cannot allocate cash contributions made to the cafeteria plan to pay the premiums for this supplemental term life insurance. However, they may, on a post-tax basis, allocate any cash back they receive from the cafeteria plan for that purpose. It must be a deduction from their paycheck.
3. Deferred Compensation. Any cash that an employee may receive through the cafeteria plan may not be deferred to the employee's accounts under the City's deferred compensation plans. The employee may, however, be able to elect to increase his/her deferrals to the City's deferred compensation plans from his/her regular wages.

6. LIFE INSURANCE

Fire personnel shall be entitled to a \$100,000 City paid term life insurance policy. Each such employee shall have the option to purchase additional life insurance at the City's unit cost, if available. The premium for such policy shall be paid for by the City under the life insurance program of its choosing.

7. DEFERRED COMPENSATION

A. City Contribution

The City shall provide a contribution to deferred compensation in the amount of \$30.00 per month per employee.

B. Conversion of Sick Leave to Deferred Compensation

Employees may choose to contribute accumulated sick leave to deferred compensation. The contributed sick leave may only be used to fund "catch up" contributions to deferred compensation. The following restrictions apply to this program:

- 1) The employee must have a minimum of 15 years of service with the City of Beverly Hills.
- 2) The employee's sick leave balance cannot be reduced below 500 hours by the contribution.
- 3) The contribution is limited to no more than three consecutive years (although an employee may contribute more than three years over his or her career), and the contribution can be used only for funding the deferred compensation "catch-up".
- 4) A contribution shall not exceed the amount which will bring the annual deferral to the maximum allowed by law.
- 5) The contribution will be calculated at the then existing sick leave payoff percentage.

8. HOLIDAYS

A. Holidays

All fire personnel shall be entitled to the following paid holidays if the employee worked the regularly assigned work period the day before and the day after the holiday, or was absent on authorized paid leave during said period:

New Year's Day	January 1
Martin Luther King Day	Third Monday in January
President's Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11

Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	Day after Fourth Thursday in November
Christmas Day	December 25

Fire suppression personnel working a 24 hour shift shall be allowed 1/2 shift off for each holiday for a total of 120 hours a year. Shift personnel shall receive payment, each July for those holiday hours not used during the preceding fiscal year.

B. Personal Holiday

Fire suppression employees shall be entitled to one (12 hour) paid personal holiday each fiscal year. Fire employees assigned to a 9/80 or 4/10 work schedule shall be entitled to one paid personal holiday (equaling the number of hours of their regularly scheduled work day) each fiscal year. Said personal holiday may be taken at the employee's discretion subject to his or her supervisor's and Fire Chief or designee's approval. The employee shall request the holiday in writing. This holiday shall be administered in the same manner as all other holidays. Personal holidays cannot be carried over to another fiscal year.

9. VACATION

A. Authorization For Taking Vacation

Upon completion of probation and approval of the Fire Chief or designee, employees may take accumulated vacation leave. However, if a bargaining unit member is promoted to another position within the unit, he/she may take vacation without having to wait until the end of the probationary period in the promoted into position.

An employee entitled to vacation shall make written application therefor in the manner and within the time directed by the Fire Chief or designee. The Fire Chief or designee shall establish a vacation schedule for each calendar year based as much as possible upon employee requests and seniority of the employees concerned and subject to the Fire Chief's right to plan work under his control. Once vacation is approved it cannot be rescinded because an employee with more seniority requests vacation during the same time period. The Fire Chief or designee shall notify employees within a reasonable time whether their application is approved.

B. Vacation Accumulation

Vacation credit shall accrue biweekly to employees at the following rates:

<u>FIRST 4 YEARS</u> <u>OF SERVICE</u>	<u>AFTER 4 YEARS</u> <u>THROUGH 14 YEARS</u> <u>OF SERVICE</u>	<u>AFTER 14 YEARS</u> <u>OF SERVICE</u>
5.52 Hours Biweekly	8.28 Hours Biweekly	11.03 Hours Biweekly

6 shifts/yr
144 hrs/yr

9 shifts/yr
216 hrs/yr

12 shifts/yr
288 hrs/yr

The above number of hours for vacation accumulation are divided by 1.4 for fire personnel assigned to an administrative assignment.

Fire Personnel with more than four but not more than fourteen years of service who are assigned to a 56 hour work schedule may not accumulate more than 432 hours (308.57 hours for employees assigned to a 40 hour work schedule) of vacation. Employees with 432 hours (308.57 hours for employees assigned to a 40 hour work schedule) of vacation on the books will not continue to accrue vacation until their balance falls below 432 hours (308.57 hours for employees assigned to a 40 hour work schedule).

Fire Personnel with more than fourteen years of service whose vacation accumulation at the beginning of a calendar year is less than 432 hours (308.57 hours for employees assigned to a 40 hour work schedule) may accumulate annual vacation which will result in their balance being above 432 hours (308.57 hours for employees assigned to a 40 hour work schedule). However, if at the end of any calendar year the vacation accumulation is above 432 hours (308.57 hours for employees assigned to a 40 hour work schedule), they will not continue to accrue vacation until the balance falls below 432 hours (308.57 hours for employees assigned to a 40 hour work schedule), whereupon they will then continue to accrue vacation during that calendar year.

C. Conversion

In the event an employee is transferred between a suppression assignment (56 hour work week) and a non-suppression assignment (40 hour work week), accumulated vacation hours as well as prospective accumulation shall be converted, using a factor of 1.4 to maintain equivalent monetary value of said leave time. As such, the employee's vacation hours will be divided by 1.4 if he or she is transferred to a non-suppression assignment from a suppression assignment and will be multiplied by 1.4 if he or she is transferred to a suppression assignment from a non-suppression assignment.

D. Vacation Use And Payoff

Upon an employee's request he may receive cash payment for up to six shifts vacation accumulated but not taken (60 hours for fire personnel assigned to an administrative assignment and 144 hours if assigned to a suppression assignment) during the calendar year.

Employees shall make every effort to take at least six shifts of accrued vacation each year and shall be allowed to take earned vacation leave singularly or collectively subject to manpower availability consistent with the provisions noted above. Fire employees shall receive the vacation payoff in January of each year.

10. SICK LEAVE

Except as is otherwise provided, Fire personnel shall accrue, use and be compensated for sick leave as follows:

- A. Accrual. Fire personnel assigned to an average of a 56 hour week (suppression personnel) shall accrue sick leave at the rate of 5.52 hours for each complete biweekly period of employment. Fire personnel assigned to an administrative assignment shall accrue sick leave at the rate of 3.94 hours for each complete biweekly period of employment. Payroll division records are the final authority for settling disputes regarding accrued sick leave and vacation.
- B. New Employees. With the exception of employees who change positions within the unit by promotion or for some other reason, sick leave may not be used by any new employee until he/she has completed six (6) months of employment with the City.
- C. Illness of Employee. Accumulated sick leave may be used by an employee during any period of illness of the employee. In addition, an employee may use one half of one year's annual accrued sick leave for the sickness of a child, parent, spouse or domestic partner.
- D. Conversion. In the event an employee is transferred between a suppression assignment (56 hour work week) to a non-suppression assignment (40 hour work week), accumulated sick hours as well as prospective accumulation shall be converted, using a factor of 1.4, to maintain equivalent monetary value of said leave time. As such, the employee's sick leave hours will be divided by 1.4 if he or she is transferred to a non-suppression assignment from a suppression assignment and will be multiplied by 1.4 if he or she is transferred to a suppression assignment from a non-suppression assignment.

11. ADMINISTRATIVE LEAVE

Fire Battalion Chiefs shall be granted Administrative Leave. Administrative Leave will be granted at the discretion of the Appointing Authority, and in recognition of overtime worked, merit, needs of the employee and noting the needs of the Department and the necessity of having management personnel available for the effective functioning of the Department.

Fire Battalion Chiefs working a 24 hour shift shall receive Administrative Leave of 192 hours per fiscal year. Fire Battalion Chiefs working an administrative assignment shall receive Administrative Leave of 137.14 hours per fiscal year. Administrative Leave in excess of 192 hours (or 137.14 hours for personnel assigned to an administrative assignment) may be granted with the recommendation of the Fire Chief or designee and the approval of the City Manager.

Administrative Leave is not cumulative from one fiscal year to the next. However, at the end of each fiscal year, upon employee request, the employee will receive cash payment for up to 96 hours of Administrative Leave earned but not taken as time off during the fiscal year. If, after cashing out up to 96 hours of Administrative Leave an employee still has Administrative Leave on the books, for the following calendar year, he/she will only accrue (during each pay period) that amount of Administrative Leave which (when added to the carried over Administrative Leave from the prior calendar year) will result in the employee having 192 hours of leave available in the calendar year. For example, if an employee has 120 hours of Administrative Leave at the end of the year and cashes out 96 of those hours, in the following calendar year, he/she will accrue 168 hours of Administrative Leave. This is so, notwithstanding that he/she may use his or her annual allotment of such leave at any time during the year.

In the event an employee is transferred between a suppression assignment (56 hour work week) to a non-suppression assignment (40 hour work week), accumulated Administrative Leave hours shall be converted, using a factor of 1.4, to maintain equivalent monetary value of said leave time. As such an employee's administrative leave hours will be divided by 1.4 if he or she is transferred to a non-suppression assignment from a suppression assignment and will be multiplied by 1.4 if he or she is transferred to a suppression assignment from a non-suppression assignment.

12. BEREAVEMENT LEAVE

Bereavement leave is an absence occasioned by the death of a member of the immediate or proximate family of the employee.

Forty eight (48) hours of bereavement leave for fire personnel assigned to a 56 hour work week, and thirty two (32) hours for fire personnel assigned to a 40 hour work week may be used in the event of the death of a family member, herein defined as a spouse, parent, brother, sister, child, grandparent, grandchild, in-law or registered domestic partner of the employee. Fire Personnel may not use bereavement leave more than twice per calendar year.

Requests for bereavement leave shall be made in writing, when feasible and shall be approved by the Fire Chief and the Assistant Director of Administrative Services/Human Resources. In the event the emergency required the presence of the employee, he/she could not prospectively make a request, subsequent approval must still be obtained in writing.

13. WITNESS LEAVE/JURY DUTY

A. Witness Leave

Fire personnel required to serve as a witness pursuant to a lawful subpoena in any judicial or quasi-judicial proceeding in a matter other than one to which the employee is a party, or who are required to serve as a juror, shall be allowed time off without loss of pay to perform such duties. In addition, per California Labor Code § 230(b) and (c) an employee shall be allowed time off

but with loss of pay, if the employee is a party to the matter for reasons other than actions within the scope of the employee's current or past public employment.

B. Leave For Jury Duty

The current practice of not requiring fire personnel to return to work during their term of jury duty shall be maintained, and said persons shall not be subject to callbacks except in the case of a declared emergency.

All fees to which the employee is entitled by law for such service shall be paid (less transportation allowance, if any) to the City. This Article is not applicable to those employees participating in judicial or quasi-judicial proceedings that are within the scope of their employment.

Fire personnel who receive a jury summons shall be on paid leave for the day of the summons. In the event the employee's county of residence requires the individual to call the courthouse to verify a reporting time each evening, he or she shall receive paid leave for each day preceding the possible day he or she is required to report. The exception to this rule shall be that when an individual calls on Friday and is informed he or she is not being required to report on Monday, he or she will not receive paid leave on that Sunday and will be required to report to work if scheduled.

In the event an employee is required to report on the first day of a scheduled segment and subsequently released, it is the responsibility of the employee to notify the hiring Captain, or dispatch if unable to reach the hiring Captain, that he or she has been released from jury duty and will report to work on his or her next scheduled regular shift. The employee that is scheduled to work in place of the employee that was required to serve jury duty will be notified as early as reasonably possible that he or she is no longer required to report to work on that day.

14. FIRE BATTALION CHIEF PROFESSIONAL DEVELOPMENT PROGRAM

A City-paid professional development leave of absence (sabbatical leave) program (available to Fire Battalion Chiefs) shall be established with the following privileges and restrictions.

The granting of sabbatical leaves shall be at the discretion of the City Manager.

A. Approval of requests for sabbatical leave shall be based on the following criteria:

1. Content of leave program with a basic requirement that the program be designed to professionally develop the employee in a manner potentially beneficial to his or her City employment.

2. A plan for maintaining work continuity of the employee's duties and responsibilities during his or her absence, with emphasis placed on development of subordinates through training assignments.
3. Coordination with departmental priorities and workload.
4. Employee's performance record.
 - a. Sabbatical leaves may allow up to Five Hundred Dollars (\$500.00) for expenses.

Sabbatical leaves shall be restricted to one (1) leave, up to ninety calendar days, for each Fire Battalion Chief each five (5) years, with not more than one Battalion Chief participating in any one (1) year.
 - b. Each participant in Sabbatical Leave Programs shall submit to the City Manager reports summarizing his or her activities prior to final approval of such programs.
 - c. Typical Sabbatical Leave Programs might include internships, on-loan executive programs, educational programs, travel study programs, or authorship sabbaticals.

15. LEAVE WITHOUT PAY

Requests for leaves of absence without pay must be submitted to each employee's supervisor and approved by the Fire Chief or designee and shall be used only if all appropriate accrued leaves (e.g., sick leave may not be exhausted if the leave is not for a medical purpose) have been exhausted. Employees on leave of absence without pay shall not accrue vacation, leave rights, nor shall the City pay for any fringe benefits, except as required by law. Employees will receive a COBRA notice to pay for health insurance if they wish while on such leave.

16. UNIFORM ALLOWANCE

Suppression employees shall receive an annual clothing repair and replacement allowance of \$800 per calendar year after two years of service. Effective on October 5, 2015, the allowance will be reduced to \$600 per year unless the parties subsequently agree to maintain the allowance at \$800 per year or some other amount. The parties agree that this pay is a statutory item per Title 2 California Code of Regulations Section 571.

Fire Battalion Chiefs in an administrative assignment shall continue to receive an annual uniform allowance of \$600.00.

17. HOURS OF WORK/WORK PERIOD AND OVERTIME

Fire suppression personnel shall work approximately 122 shifts per year. Sworn fire personnel assigned to a 40 hour work week, except the Fire Administrative Battalion Chief, shall be assigned to a 4/10 work schedule; said schedule shall be flexible to accommodate the needs of the department relative to training. The City has adopted the 24-day FLSA work period in accordance with Section 7(k) of the FLSA. Each of the three platoon shifts will be scheduled to work eight 24-hour shifts during the 24 day work period. Although employees in the unit are scheduled either a 24 hour suppression shift or a 10 hour administrative shift, all employees in the unit are subject to the 24 day FLSA work period in accordance with Section 207(k) of the FLSA.

Fire personnel shall be paid overtime in the following manner and as specified in the Fire Department Personnel Manual:

Employees assigned to a 24 hour suppression shift shall be entitled to premium overtime compensation at the rate of one and one-half times their regular rate of pay for all time worked or regarded as having been worked, as defined below, in excess of the duration of their daily work shift and/or in excess of 182 hours in a 24 day work period, except that they shall earn overtime for the hours between 182 and 192 at the rate of one-half times their regular rate of pay. In that regard, during each pay period, pay for an additional 2.93 hours at the straight time regular rate of pay shall be provided to each such employee.

Employees assigned to a forty hour workweek shall be entitled to premium overtime compensation at the rate of one and one-half times their regular rate of pay for all time worked or regarded as having been worked, as defined below, in excess of the duration of their regularly scheduled daily work shift or in excess of forty hours in a seven calendar day period.

Employees will have the choice of receiving the overtime compensation in pay or compensatory time off subject to the limitations set forth below.

1. Hours devoted to departmental training, industrial injury, Association leave, jury leave, holiday leave, vacation leave, sick leave, bereavement leave, subpoena/witness leave for issues involving personal matters and compensatory time or subpoena/witness leave for non-personal matters, etc. will be regarded as hours worked for purposes of determining eligibility for overtime compensation.

Light Duty is not considered leave but a re-assignment, therefore, is considered hours worked for purposes of computing overtime.

At the end of each pay period occurring during a 24 day work period, a determination will be made as to how many hours should be paid at the time and one half rate. As described above, during each pay period, pay for an additional 2.93 hours at the straight time regular rate of pay shall be provided to each fire suppression employee.

2. Emergency Recall. Off duty Fire personnel who are recalled to duty on an emergency basis shall be entitled to receive compensation for a minimum of four (4) hours at time and one half overtime.
3. Off duty Fire personnel who volunteer for special details outlined in City Ordinance No. 2-4.230 shall be entitled to receive compensation for a minimum of four (4) hours at time and one half overtime.
4. Overtime for employees assigned to an administrative assignment (e.g. administrative Fire Captains and Fire Battalion Chiefs) shall be paid at their 40 hour hourly rate. However, if such employees perform suppression duties, they shall be paid overtime at the 56 hour rate
5. Special details, including parties, film assignments, special events, and any event requiring Fire personnel which is permitted through the City and paid for by a third party, shall be compensated at a rate equal to one and one-half times the 40 hour hourly regular rate of pay for the applicable classification.
 - a. The parties agree that special details may be offered to the Deputy Fire Marshal as follows: If the Deputy Fire Marshal is in possession of a current EMT-1 license with the State of California and Los Angeles County, he/she shall be permitted to work special events as discretionary overtime (i.e., he/she shall be permitted to accept or deny such overtime assignments). The Deputy Fire Marshal shall be limited to a total of 520 hours per fiscal year (starting July 1, 2012) of special detail overtime paid at 1.5 times his hourly rate of pay. The Deputy Fire Marshal shall not be permitted to accept any special detail overtime assignment in a pay period if he/she has already worked 20 hours of such special detail overtime in that pay period. In addition, the Deputy Fire Marshal shall not be permitted to work more than 260 hours of special detail overtime by December 31 of each fiscal year. Finally, if all employees who are offered a special detail overtime shift decline to work the special detail, the Deputy Fire Marshal can be subject to force hire as other Fire Personnel. The parties agree that those who are subject to force hiring for such assignments include the Fire Marshal, the Training Officer and the Deputy Fire Marshal (subject to the limitation on the number of hours set forth above). If these employees are already working on training leave or on other approved leaves of absence, they would not be subject to force hire for such assignment and other employees on the force hire list in the department would be subject to force hire for such an assignment. This provision of the MOU will sunset on October 5, 2015 unless the parties subsequently agree to continue it.

- b. Fire Personnel on light duty shall be permitted to work special detail overtime if the work restrictions provided by the physician who has issued them are not inconsistent with the duties of the special detail.

6. Compensatory Time

When an employee works overtime, he/she shall have the choice as to whether to receive cash at time and one half or to accumulate compensatory time at the rate of 1.5 hours for each hour of overtime worked. Effective May 1, 2012, or as soon as this MOU is approved by the City Council, when an employee works overtime and wishes to earn and accrue compensatory time, the maximum number of hours the employee will be permitted to accrue, for another employee who is off on compensatory time is 12 hours. The additional 24 hours of compensation (assuming the employee chooses to receive 12 hours of compensatory time) will be paid as cash.

An employee requesting to use accumulated compensatory time off may do so by providing reasonable notice. Such request will not be denied unless it would be unduly disruptive to the Department to grant it.

An employee may accumulate up to 480 hours of compensatory time. Employees may cash out accumulated compensatory time at their current regular rate of pay (excluding any temporary bonuses they are receiving at the time they cash out) after the first pay period of July, but before July 31st, of each fiscal year. A maximum of 144 hours of compensatory time may be carried over into the next fiscal year at the employee's option. This option must be exercised prior to a date during June of the existing fiscal year to be chosen by the Fire Chief or his designee.

18. FLEXIBLE BENEFITS – FIRE BATTALION CHIEFS

The City shall provide up to \$1,000.00 per fiscal year for Fire Battalion Chiefs to compensate them for unreimbursed medical related expenses. Such expenses include unreimbursed costs for an annual physical as well as unreimbursed medical, dental or optical costs. To receive the benefits of this Article, Fire Battalion Chiefs must provide a receipt demonstrating that they have incurred a unreimbursed medical expense.

All requests for reimbursement shall be submitted to the Human Resources Office on a quarterly basis. At the end of each fiscal year, any funds (of the dollar amounts described above) which a Fire Battalion Chief has not used will be paid to the Battalion Chief as wages on a separate check.

19. RETIREMENT

A. Retirement (PERS %)

The City is in CalPERS and contracts with CalPERS to provide retirement benefits. Until June 30, 2013, the City shall pay an amount equal to nine percent (9%) of the employee's pensionable income (the required employee's contribution) to CalPERS on behalf of each employee.

Effective July 1, 2013, employees shall pay one percent (1%) of their gross salary towards the member contribution to CalPERS. Thus, effective July 1, 2013, the City shall pay an amount equal to eight percent (8%) of the individual gross salaries of Fire personnel to CalPERS on behalf of such personnel members in lieu of their individual retirement contribution obligation.

Effective July 1, 2014, employees shall pay an additional one percent (1%) for a total of two percent (2%) of their gross salary towards the member contribution to CalPERS. Thus, effective July 1, 2014, the City shall pay an amount equal to seven percent (7%) of the individual gross salaries of Fire personnel to CalPERS on behalf of such personnel members in lieu of their individual retirement contribution obligation.

Effective July 1, 2015, employees shall pay an additional one percent (1%) for a total of three percent (3%) of their gross salary towards the member contribution to CalPERS. Thus, effective July 1, 2015 the City shall pay an amount equal to six percent (6%) of the individual gross salaries of Fire personnel to CalPERS on behalf of such personnel members in lieu of their individual retirement contribution obligation.

B. Survivor's Continuance

The City's contract with the Public Employees Retirement System provides for the Survivor's Continuance for fire personnel.

C. 3% at 50 Formula

The City's contract with CalPERS provides for the 3% @ 50 formula set forth in California Government Code section 21362.2 for all fire personnel hired prior to March 1, 2012 or as soon thereafter as the City is able to amend its contract with CalPERS.

D. 3% at 55 Formula – For Employees Hired On Or After July 1, 2012

The City will amend its contract with CalPERS to provide for the 3% @ 55 retirement formula set forth in California Government Code section 21363.1 for employees hired on or after July 1, 2012 or as soon thereafter as possible when the City is able to amend its contract with CalPERS.

E. Single Highest Year.

The City's contract with the CalPERS provides the "Single Highest Year" compensation period retirement benefit for fire personnel hired prior to July 1, 2012 (or the soonest date following the City's amendment of its contract with CalPERS) pursuant to Government Code section 20042 Retirement benefit is based on the highest annual compensation for the one year during the employee's membership in CalPERS.

F. Highest Average Annual Compensation During Three Consecutive Years of Employment – For Employees Hired on or After July 1, 2012

The City will amend its contract with CalPERS to provide for retirement benefits based on the highest annual average compensation earnable during the three consecutive years of employment immediately preceding the effective date of his or her retirement or as designated by the employee in accordance with Government Code Section 20037 for employees hired on or after July 1, 2012 or as soon thereafter as possible when the City is able to amend its contract with CalPERS.

G. Military Buy-Back

The City's contract with the CalPERS provides for the military buy back option to a maximum of four (4) years buy back time. The entire cost of this buy back program, including any cost burden on the City, shall be borne by those fire personnel taking advantage of this buy back option.

H. 1959 Survivor's Benefit

The City's contract with CalPERS provides level 4 coverage under the 1959 Survivor's benefit per Government Code 21574.

I. PERS Benefit Provided by Government Code Section 20636(c)(4)

Effective September 26, 2009, pursuant to Government Code section 20636(c)(4), the City shall report to CalPERS as compensation earnable the monetary value of contributions paid by the City on behalf of each employee (as described in subparagraph A above and known as "employer-paid member contribution") (EPMC) covered by this MOU. For purposes of this agreement this "Pay and Report of EPMC" benefit shall be known as "PERS on PERS". Effective July 1, 2013, that amount will be eight percent (8%). Effective July 1, 2014, that amount will be seven percent (7%). Effective July 1, 2015, that amount will be six percent (6%).

J. Reopener

If, at any time during the term of the MOU, there is legislation, a regulation issued in the California Code of Regulations or case law (published opinions of the California Court of Appeal, California Supreme Court, Ninth Circuit Court of Appeals or United States Supreme

Court), that requires employees to pay (during the term of the MOU) additional contributions to their CalPERS retirement or reduces employee cost sharing (during the term of the MOU) the City or the Association may demand to reopen the MOU to address the impact of the legislation regulation or case law on the contribution by both the City and employees to the employee and/or employer contribution to CalPERS. This reopener will not be triggered if the aforementioned changes in the law provides that modifications to employee or employer retirement contributions are subject to collective bargaining or if such modifications would not go into effect during the term of the MOU.

20. CONSTANT STAFFING

There shall be at least 25 Fire Personnel on duty per shift of which six (6) shall be Paramedics. The Association and the City agree that the Constant Staffing program of a 25 persons per shift maximum and minimum staffing level shall be maintained except that the City, in anticipation of vacancies, may hire 3 additional fire personnel to fill anticipated vacancies for a period not to exceed four months prior to such vacancy actually occurring unless such time limit is specifically waived by the Association.

Personnel called back will be selected from a rotation assignment list for each classification maintained by the Chief, names on said rotation lists may be substituted. Every member whose name stands at the top of any rotation or force hire list shall be responsible for reporting for duty on call or securing a substitute in the same manner as for regular platoon duty.

21. PARAMEDIC TRAINING

Paramedic personnel shall meet all qualifications for certification as set forth by the State of California and/or Los Angeles County Health Services. These include, but are not limited to, continuing education and successful passing of re-certification exams.

Paramedic personnel shall make every effort to obtain required continuing education training during on-duty hours. Attendance at continuing education sessions not obtainable during on-duty hours, as well as medical consultations, depositions, or briefings, which may occur during off-duty hours and result from a duty assignment, shall be compensated at time and one half at the appropriate rate of pay.

All transportation expenses incurred off duty to attend said programs shall be compensated by the City at the current mileage rate as stated in the Administrative Regulations for actual miles traveled.

22. ASSOCIATION TIME

Association Board members or designees, subject to the approval of the Fire Chief or his/her designee, shall be allowed 692 hours per calendar year for the purpose of conducting Association business, which would include conferences, training, events etc. This will be known as Association Leave (A/L). Association Leave must be submitted to the Hiring Captain by the

President of the Association or his or her designee. Such time must be reasonably related to each Board member or designee's participation in the Association. The Association board members, or designees, are required to track their time used for association business and submit it to the Fire Chief upon request.

The allowable hours shall be in addition to time used to address or attend to any Association/Department related business, including, but not limited to, contract negotiations, policy changes, constant staffing issues, representing employees in disciplinary matters, member representation, general meetings, and Department related issues or events, all of which time shall be provided without any loss of compensation.

23. CAR POLICY

The City shall make available two vehicles for use by fire personnel when transportation to a training site requiring an overnight stay is needed.

Individuals will pick up the vehicles at Headquarters Fire Station. Drivers of the vehicle will have to sign a statement acknowledging that the use of the City vehicle will be for commuting purposes and reasonable travel associated with the training and that the use of alcoholic beverages is prohibited while using the vehicle.

Employees driving into the City to pick up the vehicle will not be paid mileage.

24. TRANSFER RIGHTS

Employees shall be permitted to request, in writing, a lateral transfer to fill a position(s) within the Fire Department. In evaluating this transfer request, Fire Management shall consider the experience and overall tenure of the applicable employee(s) along with all other relevant considerations. Employees who do not receive the requested transfer shall receive a written response from the Fire Chief or his or her designee within 30 days. The Association agrees that Fire Management has complete discretion in making staffing decisions and that this section confers no additional rights to the Association and that such decisions are not subject to the grievance procedure.

25. MANAGEMENT RIGHTS

Except as limited by the specific and express terms of this MOU, the City hereby retains and reserves unto itself all rights, powers, authority, duty and responsibilities confirmed on and vested in it by the law and the Constitution of the State of California and/or United States of America.

The management and the direction of the work force of the City is vested exclusively in the City, and nothing in this MOU is intended to circumscribe or modify the existing rights of the City including but not limited to the direction of the work of its employees; the right to layoff, hire, promote, demote, transfer, assign, schedule; suspend or discharge employees for just and proper

cause; to maintain and improve the efficiency of governmental operations; to relieve employees from duties because of lack of work or funds; to take action as may be necessary to carry out the City's mission and services in emergencies; to determine the methods, means and appropriate job classifications, organizational structure and personnel by which the operations are to be carried out; and to establish reasonable performance standards for personnel, including but not limited to qualifications and quantity standards.

26. EMPLOYEE RIGHTS

Except as limited by the specific and express terms of this MOU, the fire personnel represented by the Association hereby retain and reserve onto themselves all rights, powers, authority, duty and responsibilities confirmed on and vested in them by the laws and the constitution of the State of California and/or the United States of America. Nothing in this MOU is intended to circumscribe or modify the existing rights of the fire personnel represented by the Association, except as limited by the specific and express terms of this MOU, that exist by virtue of the laws and the constitution of the State of California and/or the United States of America.

The City shall maintain the payroll for sworn Fire personnel on a bi-weekly basis and said payroll records are available for review by any employee.

27. SEPARATION FROM CITY SERVICE

A. Sick Leave Pay-Off

1. Firefighters, Fire Engineers and Fire Captains

- a. All accumulated sick leave at the date of separation from City service shall be the basis for determining the amount to be paid to each employee who qualifies to receive sick leave pay-off.

- (1) Employees separating with 10 or more years of City Service:

Employees who have ten (10) or more continuous years of service shall be eligible for sick leave pay-off upon separation from employment with the City at the rate of three percent (3%) of accumulated, sick leave per full year of service. Sick leave shall be calculated at the rate of pay, including all bonuses, received by the employee at the time of his or her separation.

- (2) Employees separating with 20 or more years of City service:

Employees who have 20 or more years of continuous years of service shall be eligible for sick leave pay-off upon separation from employment with the City at the rate of four percent (4%) of accumulated sick leave per full year of service. Sick leave shall be

calculated at the rate of pay, including all bonuses, received by the employee at the time of his or her separation.

Each employee eligible to receive sick leave pay shall receive said pay at the time of termination. At no time can the percentage of sick leave payoff exceed 100%.

During the term of this MOU, employees who cash out sick leave in accordance with this article (i.e., only at the time of separation from City service) may defer any sick leave for which they can cash out into a tax deferred account such as a IRS Code section 457 or 401(k) account up to the maximum employee deferral (i.e., the maximum amount an employee may defer) permitted by law. Employees who have either a 457 or 401(k) account or who wish to open the type of account which they do not currently have (e.g., if an employee has a 457 and wishes to open a 401(k) and vice versa) to take advantage of the tax deferred savings provided for in this provision may do so. The deferral must be in accordance with the City's Finance Department's policies and procedures.

2. Fire Battalion Chiefs

- a. Sick Leave Pay Off – Sick leave pay off for Fire Battalion Chiefs shall be calculated in the same manner and subject to the same limitations as for Firefighters, Fire Engineers and Fire Captains except as follows:

Employees who have seven (7) or more continuous years of service at the time of their separation shall be eligible for sick leave pay off upon separation of employment with the City.

The rate of sick leave pay off shall be calculated as follows: For the first 7 full years of service 21% of accumulated sick leave. For each year thereafter five percent (5%) of accumulated sick leave per full year of service on or after July 1, 1990 to a maximum of 79%. The maximum rate of sick leave payoff is 100% of accumulated sick leave.

B. Vacation Pay-Off

An employee who separates from City service shall receive an amount equal to accumulated vacation at the time of separation. The rate of pay-off shall be calculated at the rate of pay, including all bonuses, received by the employee at the time of his or her separation.

28. ADMINISTRATIVE APPEAL PROCESS

A. Firefighters Procedural Bill of Rights Act

The administrative appeal process provided for in this Article is established pursuant to Government Code § 3254.5 of the Firefighters Procedural Bill of Rights Act. This administrative appeal process shall apply to all fire personnel in the unit.

1. Definitions

- a. The term “fire personnel” means an employee who is considered a firefighter under Government Code § 3251(a) as well as any fire personnel who are peace officers pursuant to Penal Code § 830.37.
- b. The term “punitive action” means any action defined by Government Code § 3251(c), i.e., “any action that may lead to dismissal, demotion, suspension, reduction in salary, written reprimand, or transfer for purposes of punishment.” A layoff is not punitive action subject to a disciplinary appeal.

2. Notice of Appeal

In accordance with California Government Code Section 11506(a), within fifteen (15) calendar days following receipt of notification of punitive action, the employee shall notify the Assistant Director of Administrative Services/Human Resources in writing of the employee’s intent to appeal the punitive action.

B. Appeal Procedures – For Suspension, Demotion and Termination

Fire personnel who are suspended, demoted, reduced in pay or terminated shall be entitled to an appeal hearing before an administrative law judge which shall be conducted in accordance with Chapter 5 (commencing with Section 11500) of Part 1 of Division 3 of Title 2 of the California Government Code.

1. Notice of Discipline as Accusation: The final notice of discipline which may be issued at the conclusion of any pre-disciplinary procedures shall serve as the Accusation as described in Government Code §§ 11500, *et seq.*
 - a. Pursuant to Government Code section 3254(f), the discipline shall not be effective sooner than 48 hours following issuance of the final notice of discipline and the notice shall be given in writing within 30 days of the decision to impose discipline.
 - b. The notice shall be prepared and served in conformity with the requirements of Government Code §§11500, *et seq.* A copy of Chapter 5

(commencing with Section 11500) of Part 1 of Division 3 of Title 2 of the California Government Code shall be provided to the employee concurrently with the notice of discipline.

2. Time and Place of Hearing- Pursuant to Government Code § 11508, unless otherwise decided by the administrative law judge, the hearing shall be conducted at City Hall at a time to be determined by the administrative law judge.
3. Notice of the Hearing- Notice of the hearing shall be provided to the parties pursuant to Government Code § 11509.
4. The employee shall be entitled to all discovery rights set forth in California Government Code Section 11507.6.
5. The burden of proof and production of evidence shall be borne by the City. The standard of proof shall be by a preponderance of the evidence.
6. The proposed decision of the administrative law judge shall be in writing. Copies of the proposed decision shall be delivered to the parties personally or sent to them by registered mail and accompanied by a proof of service.
7. Following receipt of the proposed decision, the City Council, or any designee (e.g., the City Manager) to the extent authorized by law, may take any of the actions set forth in Government Code Section 11517(c)(2) A through E.

This MOU is prepared pursuant to the requirements of Government Code § 3505.1 for presentation to the City Council for its approval.

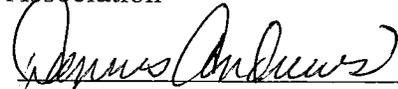
This Memorandum is signed on this 3rd day of July, 2012.

City of Beverly Hills
Representatives





Beverly Hills Firemen's
Association





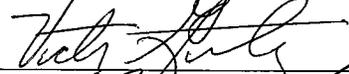








EXHIBIT A – LIST OF CLASSIFICATIONS REPRESENTED BY THE ASSOCIATION

Firefighter
Fire Engineer
Fire Captain
Fire Battalion Chief

BEVERLY HILLS FIREMEN'S ASSOCIATION
MEMORANDUM OF UNDERSTANDING
Will be changed after the MOU is finalized

Integration	1
Term	1
1. SALARIES	1
2. APPOINTMENT AND ADVANCEMENT	2
3. BONUSES	4
4. RECLASSIFICATION, PROMOTION & Y-RATING	7
5. MEDICAL INSURANCE	8
6. LIFE INSURANCE	13
7. DEFERRED COMPENSATION	14
8. HOLIDAYS	14
9. VACATION	15
10. SICK LEAVE	17
11. ADMINISTRATIVE LEAVE	17
12. BEREAVEMENT LEAVE	18
13. WITNESS LEAVE/JURY DUTY	18
14. FIRE BATTALION CHIEF PROFESSIONAL DEVELOPMENT PROGRAM	19
15. LEAVE WITHOUT PAY	20
16. UNIFORM ALLOWANCE	20
17. HOURS OF WORK/WORK PERIOD AND OVERTIME	21
18. FLEXIBLE BENEFITS – FIRE BATTALION CHIEFS	23
19. RETIREMENT	24
20. CONSTANT STAFFING	26
21. PARAMEDIC TRAINING	26
22. ASSOCIATION TIME	26
23. CAR POLICY	27
24. TRANSFER RIGHTS	27
25. MANAGEMENT RIGHTS	27
26. EMPLOYEE RIGHTS	28
27. SEPARATION FROM CITY SERVICE	28
28. ADMINISTRATIVE APPEAL PROCESS	30

Firefighter existing schedule

Desc X	Step 1	Step 2	Step 3	Step 4	Step 5
FF9 - Fire Safety 112 - Existing Schedule - Compounded - 2012					
F-35	75,340.25	79,541.22	83,976.44	88,658.97	93,602.59
Monthly	6,278.35	6,628.44	6,998.04	7,388.25	7,800.22
Bi-Weekly	2,897.70	3,059.28	3,229.86	3,409.96	3,600.10
Hourly	25.8723	27.3150	28.8381	30.4461	32.1437
F-36	77,412.11	81,728.60	86,285.79	91,097.09	96,176.66
Monthly	6,451.01	6,810.72	7,190.48	7,591.42	8,014.72
Bi-Weekly	2,977.39	3,143.41	3,318.68	3,503.73	3,699.10
Hourly	26.5838	28.0661	29.6311	31.2833	33.0277
F-37	79,540.94	83,976.14	88,658.65	93,602.26	98,821.52
Monthly	6,628.41	6,998.01	7,388.22	7,800.19	8,235.13
Bi-Weekly	3,059.27	3,229.85	3,409.95	3,600.09	3,800.83
Hourly	27.3149	28.8380	30.4460	32.1436	33.9360
F-38	81,728.31	86,285.48	91,096.76	96,176.32	101,539.11
Monthly	6,810.69	7,190.46	7,591.40	8,014.69	8,461.59
Bi-Weekly	3,143.40	3,318.67	3,503.72	3,699.09	3,905.35
Hourly	28.0660	29.6310	31.2832	33.0276	34.8692
F-39	83,975.84	88,658.34	93,601.92	98,821.17	104,331.44
Monthly	6,997.99	7,388.19	7,800.16	8,235.10	8,694.29
Bi-Weekly	3,229.84	3,409.94	3,600.07	3,800.81	4,012.75
Hourly	28.8379	30.4459	32.1435	33.9358	35.8281
F-40	86,285.18	91,096.44	96,175.98	101,538.75	107,200.55
Monthly	7,190.43	7,591.37	8,014.66	8,461.56	8,933.38
Bi-Weekly	3,318.66	3,503.71	3,699.08	3,905.34	4,123.10
Hourly	29.6309	31.2831	33.0275	34.8691	36.8134
F-41	88,658.02	93,601.59	98,820.82	104,331.07	110,148.57
Monthly	7,388.17	7,800.13	8,235.07	8,694.26	9,179.05
Bi-Weekly	3,409.92	3,600.06	3,800.80	4,012.73	4,236.48
Hourly	30.4457	32.1434	33.9357	35.8280	37.8257
F-42	91,096.12	96,175.64	101,538.39	107,200.17	113,177.65
Monthly	7,591.34	8,014.64	8,461.53	8,933.35	9,431.47
Bi-Weekly	3,503.70	3,699.06	3,905.32	4,123.08	4,352.99
Hourly	31.2830	33.0273	34.8690	36.8132	38.8660
F-43	93,601.26	98,820.47	104,330.69	110,148.17	116,290.04
Monthly	7,800.10	8,235.04	8,694.22	9,179.01	9,690.84
Bi-Weekly	3,600.05	3,800.79	4,012.72	4,236.47	4,472.69
Hourly	32.1433	33.9356	35.8278	37.8256	39.9348
F-44	96,175.29	101,538.03	107,199.79	113,177.25	119,488.01
Monthly	8,014.61	8,461.50	8,933.32	9,431.44	9,957.33
Bi-Weekly	3,699.05	3,905.31	4,123.07	4,352.97	4,595.69
Hourly	33.0272	34.8688	36.8131	38.8658	41.0330

DA

Firefighter existing schedule

F-45	98,820.11	104,330.32	110,147.78	116,289.62	122,773.93
Monthly	8,235.01	8,694.19	9,178.98	9,690.80	10,231.16
Bi-Weekly	3,800.77	4,012.70	4,236.45	4,472.68	4,722.07
Hourly	33.9355	35.8277	37.8255	39.9346	42.1614
F-46	101,537.67	107,199.41	113,176.85	119,487.59	126,150.22
Monthly	8,461.47	8,933.28	9,431.40	9,957.30	10,512.52
Bi-Weekly	3,905.29	4,123.05	4,352.96	4,595.68	4,851.93
Hourly	34.8687	36.8130	38.8657	41.0328	43.3208
F-47	104,329.95	110,147.39	116,289.21	122,773.50	129,619.35
Monthly	8,694.16	9,178.95	9,690.77	10,231.12	10,801.61
Bi-Weekly	4,012.69	4,236.44	4,472.66	4,722.06	4,985.36
Hourly	35.8276	37.8253	39.9345	42.1612	44.5121
F-48	107,199.03	113,176.45	119,487.16	126,149.77	133,183.88
Monthly	8,933.25	9,431.37	9,957.26	10,512.48	11,098.66
Bi-Weekly	4,123.04	4,352.94	4,595.66	4,851.91	5,122.46
Hourly	36.8129	38.8655	41.0327	43.3207	45.7362
F-49	110,147.00	116,288.80	122,773.06	129,618.89	136,846.44
Monthly	9,178.92	9,690.73	10,231.09	10,801.57	11,403.87
Bi-Weekly	4,236.42	4,472.65	4,722.04	4,985.34	5,263.32
Hourly	37.8252	39.9343	42.1611	44.5120	46.9940
F-50	113,176.04	119,486.74	126,149.32	133,183.41	140,609.71
Monthly	9,431.34	9,957.23	10,512.44	11,098.62	11,717.48
Bi-Weekly	4,352.92	4,595.64	4,851.90	5,122.44	5,408.07
Hourly	38.8654	41.0325	43.3205	45.7361	48.2863
F-51	116,288.38	122,772.62	129,618.43	136,845.95	144,476.48
Monthly	9,690.70	10,231.05	10,801.54	11,403.83	12,039.71
Bi-Weekly	4,472.63	4,722.02	4,985.32	5,263.31	5,556.79
Hourly	39.9342	42.1609	44.5118	46.9938	49.6142
F-52	119,486.32	126,148.87	133,182.93	140,609.21	148,449.58
Monthly	9,957.19	10,512.41	11,098.58	11,717.43	12,370.80
Bi-Weekly	4,595.63	4,851.88	5,122.42	5,408.05	5,709.60
Hourly	41.0324	43.3204	45.7359	48.2861	50.9786
F-53	122,772.19	129,617.97	136,845.46	144,475.97	152,531.95
Monthly	10,231.02	10,801.50	11,403.79	12,039.66	12,711.00
Bi-Weekly	4,722.01	4,985.31	5,263.29	5,556.77	5,866.61
Hourly	42.1608	44.5117	46.9936	49.6140	52.3805
F-54	126,148.42	133,182.46	140,608.71	148,449.06	156,726.58
Monthly	10,512.37	11,098.54	11,717.39	12,370.75	13,060.55
Bi-Weekly	4,851.86	5,122.40	5,408.03	5,709.58	6,027.95
Hourly	43.3202	45.7357	48.2860	50.9784	53.8209
F-55	129,617.51	136,844.98	144,475.45	152,531.40	161,036.56
Monthly	10,801.46	11,403.75	12,039.62	12,710.95	13,419.71
Bi-Weekly	4,985.29	5,263.27	5,556.75	5,866.59	6,193.71
Hourly	44.5115	46.9935	49.6138	52.3803	55.3010
F-56	133,181.99	140,608.21	148,448.53	156,726.02	165,465.06
Monthly	11,098.50	11,717.35	12,370.71	13,060.50	13,788.76
Bi-Weekly	5,122.38	5,408.01	5,709.56	6,027.92	6,364.04
Hourly	45.7356	48.2858	50.9782	53.8207	56.8218

Firefighter existing schedule

F-57	136,844.49	144,474.94	152,530.86	161,035.98	170,015.35
Monthly	11,403.71	12,039.58	12,710.91	13,419.67	14,167.95
Bi-Weekly	5,263.25	5,556.73	5,866.57	6,193.69	6,539.05
Hourly	46.9933	49.6136	52.3801	55.3008	58.3844
F-58	140,607.72	148,448.00	156,725.46	165,464.47	174,690.77
Monthly	11,717.31	12,370.67	13,060.46	13,788.71	14,557.56
Bi-Weekly	5,407.99	5,709.54	6,027.90	6,364.02	6,718.88
Hourly	48.2856	50.9780	53.8206	56.8216	59.9900
F-59	144,474.43	152,530.32	161,035.41	170,014.75	179,494.77
Monthly	12,039.54	12,710.86	13,419.62	14,167.90	14,957.90
Bi-Weekly	5,556.71	5,866.55	6,193.67	6,539.03	6,903.64
Hourly	49.6135	52.3799	55.3006	58.3842	61.6397
F-60	148,447.47	156,724.91	165,463.89	174,690.15	184,430.88
Monthly	12,370.62	13,060.41	13,788.66	14,557.51	15,369.24
Bi-Weekly	5,709.52	6,027.88	6,364.00	6,718.85	7,093.50
Hourly	50.9778	53.8204	56.8214	59.9898	63.3348

FF Fire Fighter 112

Desc X	Step 1	Step 2	Step 3	Step 4	Step 5
FF9 - Fire Safety 112 - New Schedule - No Compounding - July 1, 2013					
F-35	80,336.63	84,816.20	89,545.56	94,538.62	99,810.09
Monthly	6,694.72	7,068.02	7,462.13	7,878.22	8,317.51
Bi-Weekly	3,089.87	3,262.16	3,444.06	3,636.10	3,838.85
Hourly	27.5881	29.1264	30.7505	32.4652	34.2754
F-36	82,545.89	87,148.65	92,008.06	97,138.43	102,554.87
Monthly	6,878.82	7,262.39	7,667.34	8,094.87	8,546.24
Bi-Weekly	3,174.84	3,351.87	3,538.77	3,736.09	3,944.42
Hourly	28.3468	29.9274	31.5962	33.3580	35.2180
F-37	84,755.15	89,481.09	94,470.56	99,738.24	105,299.64
Monthly	7,062.93	7,456.76	7,872.55	8,311.52	8,774.97
Bi-Weekly	3,259.81	3,441.58	3,633.48	3,836.09	4,049.99
Hourly	29.1055	30.7284	32.4418	34.2508	36.1606
F-38	86,964.41	91,813.54	96,933.06	102,338.05	108,044.42
Monthly	7,247.03	7,651.13	8,077.76	8,528.17	9,003.70
Bi-Weekly	3,344.78	3,531.29	3,728.19	3,936.08	4,155.55
Hourly	29.8642	31.5294	33.2875	35.1436	37.1032
F-39	89,173.66	94,145.99	99,395.57	104,937.86	110,789.20
Monthly	7,431.14	7,845.50	8,282.96	8,744.82	9,232.43
Bi-Weekly	3,429.76	3,621.00	3,822.91	4,036.07	4,261.12
Hourly	30.6228	32.3304	34.1331	36.0364	38.0457
F-40	91,382.92	96,478.43	101,858.07	107,537.67	113,533.98
Monthly	7,615.24	8,039.87	8,488.17	8,961.47	9,461.16
Bi-Weekly	3,514.73	3,710.71	3,917.62	4,136.06	4,366.69
Hourly	31.3815	33.1313	34.9787	36.9291	38.9883
F-41	93,592.18	98,810.88	104,320.57	110,137.49	116,278.75
Monthly	7,799.35	8,234.24	8,693.38	9,178.12	9,689.90
Bi-Weekly	3,599.70	3,800.42	4,012.33	4,236.06	4,472.26
Hourly	32.1402	33.9323	35.8244	37.8219	39.9309
F-42	95,801.43	101,143.32	106,783.07	112,737.30	119,023.53
Monthly	7,983.45	8,428.61	8,898.59	9,394.77	9,918.63
Bi-Weekly	3,684.67	3,890.13	4,107.04	4,336.05	4,577.83
Hourly	32.8988	34.7333	36.6700	38.7147	40.8735
F-43	98,010.69	103,475.77	109,245.58	115,337.11	121,768.31
Monthly	8,167.56	8,622.98	9,103.80	9,611.43	10,147.36
Bi-Weekly	3,769.64	3,979.84	4,201.75	4,436.04	4,683.40
Hourly	33.6575	35.5343	37.5157	39.6075	41.8160
F-44	100,219.95	105,808.21	111,708.08	117,936.92	124,513.09
Monthly	8,351.66	8,817.35	9,309.01	9,828.08	10,376.09
Bi-Weekly	3,854.61	4,069.55	4,296.46	4,536.04	4,788.96
Hourly	34.4162	36.3352	38.3613	40.5003	42.7586

FF Fire Fighter 112

F-45	102,429.21	108,140.66	114,170.58	120,536.73	127,257.86
Monthly	8,535.77	9,011.72	9,514.22	10,044.73	10,604.82
Bi-Weekly	3,939.58	4,159.26	4,391.18	4,636.03	4,894.53
Hourly	35.1749	37.1362	39.2069	41.3931	43.7012
F-46	104,638.46	110,473.11	116,633.09	123,136.55	130,002.64
Monthly	8,719.87	9,206.09	9,719.42	10,261.38	10,833.55
Bi-Weekly	4,024.56	4,248.97	4,485.89	4,736.02	5,000.10
Hourly	35.9335	37.9372	40.0526	42.2859	44.6438
F-47	106,847.72	112,805.55	119,095.59	125,736.36	132,747.42
Monthly	8,903.98	9,400.46	9,924.63	10,478.03	11,062.28
Bi-Weekly	4,109.53	4,338.68	4,580.60	4,836.01	5,105.67
Hourly	36.6922	38.7382	40.8982	43.1787	45.5863
F-48	109,056.98	115,138.00	121,558.09	128,336.17	135,492.20
Monthly	9,088.08	9,594.83	10,129.84	10,694.68	11,291.02
Bi-Weekly	4,194.50	4,428.38	4,675.31	4,936.01	5,211.24
Hourly	37.4509	39.5391	41.7438	44.0715	46.5289
F-49	111,266.24	117,470.44	124,020.59	130,935.98	138,236.97
Monthly	9,272.19	9,789.20	10,335.05	10,911.33	11,519.75
Bi-Weekly	4,279.47	4,518.09	4,770.02	5,036.00	5,316.81
Hourly	38.2096	40.3401	42.5895	44.9643	47.4715
F-50	113,475.49	119,802.89	126,483.10	133,535.79	140,981.75
Monthly	9,456.29	9,983.57	10,540.26	11,127.98	11,748.48
Bi-Weekly	4,364.44	4,607.80	4,864.73	5,135.99	5,422.38
Hourly	38.9682	41.1411	43.4351	45.8571	48.4141
F-51	115,684.75	122,135.33	128,945.60	136,135.61	143,726.53
Monthly	9,640.40	10,177.94	10,745.47	11,344.63	11,977.21
Bi-Weekly	4,449.41	4,697.51	4,959.45	5,235.98	5,527.94
Hourly	39.7269	41.9421	44.2808	46.7499	49.3566
F-52	117,894.01	124,467.78	131,408.10	138,735.42	146,471.30
Monthly	9,824.50	10,372.31	10,950.68	11,561.28	12,205.94
Bi-Weekly	4,534.38	4,787.22	5,054.16	5,335.98	5,633.51
Hourly	40.4856	42.7431	45.1264	47.6427	50.2992
F-53	120,103.27	126,800.22	133,870.60	141,335.23	149,216.08
Monthly	10,008.61	10,566.69	11,155.88	11,777.94	12,434.67
Bi-Weekly	4,619.36	4,876.93	5,148.87	5,435.97	5,739.08
Hourly	41.2443	43.5440	45.9720	48.5354	51.2418
F-54	122,312.52	129,132.67	136,333.11	143,935.04	151,960.86
Monthly	10,192.71	10,761.06	11,361.09	11,994.59	12,663.40
Bi-Weekly	4,704.33	4,966.64	5,243.58	5,535.96	5,844.65
Hourly	42.0029	44.3450	46.8177	49.4282	52.1844
F-54	124,521.78	131,465.12	138,795.61	146,534.85	154,705.64
Monthly	10,376.82	10,955.43	11,566.30	12,211.24	12,892.14
Bi-Weekly	4,789.30	5,056.35	5,338.29	5,635.96	5,950.22
Hourly	42.7616	45.1460	47.6633	50.3210	53.1269
F-56	126,731.04	133,797.56	141,258.11	149,134.67	157,450.41
Monthly	10,560.92	11,149.80	11,771.51	12,427.89	13,120.87
Bi-Weekly	4,874.27	5,146.06	5,433.00	5,735.95	6,055.79
Hourly	43.5203	45.9470	48.5090	51.2138	54.0695

FF Fire Fighter 112

F-57	128,940.30	136,130.01	143,720.62	151,734.48	160,195.19
Monthly	10,745.02	11,344.17	11,976.72	12,644.54	13,349.60
Bi-Weekly	4,959.24	5,235.77	5,527.72	5,835.94	6,161.35
Hourly	44.2789	46.7479	49.3546	52.1066	55.0121
F-58	131,149.55	138,462.45	146,183.12	154,334.29	162,939.97
Monthly	10,929.13	11,538.54	12,181.93	12,861.19	13,578.33
Bi-Weekly	5,044.21	5,325.48	5,622.43	5,935.93	6,266.92
Hourly	45.0376	47.5489	50.2002	52.9994	55.9547
F-59	133,358.81	140,794.90	148,645.62	156,934.10	165,684.75
Monthly	11,113.23	11,732.91	12,387.14	13,077.84	13,807.06
Bi-Weekly	5,129.19	5,415.19	5,717.14	6,035.93	6,372.49
Hourly	45.7963	48.3499	51.0459	53.8922	56.8972
F-60	135,568.07	143,127.34	151,108.12	159,533.91	168,429.52
Monthly	11,297.34	11,927.28	12,592.34	13,294.49	14,035.79
Bi-Weekly	5,214.16	5,504.90	5,811.85	6,135.92	6,478.06
Hourly	46.5550	49.1509	51.8915	54.7850	57.8398

FF Fire Fighter 112

Desc X	Step 1	Step 2	Step 3	Step 4	Step 5
FF9 - Fire Safety 112 - New Schedule - No Compounding - July 1, 2014					
F-35	81,943.37	86,512.53	91,336.47	96,429.39	101,806.29
Monthly	6,828.61	7,209.38	7,611.37	8,035.78	8,483.86
Bi-Weekly	3,151.67	3,327.40	3,512.94	3,708.82	3,915.63
Hourly	28.1399	29.7090	31.3655	33.1145	34.9610
F-36	84,196.81	88,891.62	93,848.22	99,081.20	104,605.96
Monthly	7,016.40	7,407.64	7,820.68	8,256.77	8,717.16
Bi-Weekly	3,238.34	3,418.91	3,609.55	3,810.82	4,023.31
Hourly	28.9137	30.5260	32.2281	34.0251	35.9224
F-37	86,450.25	91,270.72	96,359.97	101,733.00	107,405.64
Monthly	7,204.19	7,605.89	8,030.00	8,477.75	8,950.47
Bi-Weekly	3,325.01	3,510.41	3,706.15	3,912.81	4,130.99
Hourly	29.6876	31.3430	33.0906	34.9358	36.8838
F-38	88,703.69	93,649.81	98,871.72	104,384.81	110,205.31
Monthly	7,391.97	7,804.15	8,239.31	8,698.73	9,183.78
Bi-Weekly	3,411.68	3,601.92	3,802.76	4,014.80	4,238.67
Hourly	30.4614	32.1600	33.9532	35.8464	37.8452
F-39	90,957.14	96,028.91	101,383.48	107,036.62	113,004.98
Monthly	7,579.76	8,002.41	8,448.62	8,919.72	9,417.08
Bi-Weekly	3,498.35	3,693.42	3,899.36	4,116.79	4,346.35
Hourly	31.2353	32.9770	34.8158	36.7571	38.8067
F-40	93,210.58	98,408.00	103,895.23	109,688.43	115,804.66
Monthly	7,767.55	8,200.67	8,657.94	9,140.70	9,650.39
Bi-Weekly	3,585.02	3,784.92	3,995.97	4,218.79	4,454.03
Hourly	32.0091	33.7940	35.6783	37.6677	39.7681
F-41	95,464.02	100,787.09	106,406.98	112,340.24	118,604.33
Monthly	7,955.34	8,398.92	8,867.25	9,361.69	9,883.69
Bi-Weekly	3,671.69	3,876.43	4,092.58	4,320.78	4,561.70
Hourly	32.7830	34.6110	36.5409	38.5784	40.7295
F-42	97,717.46	103,166.19	108,918.74	114,992.04	121,404.00
Monthly	8,143.12	8,597.18	9,076.56	9,582.67	10,117.00
Bi-Weekly	3,758.36	3,967.93	4,189.18	4,422.77	4,669.38
Hourly	33.5568	35.4279	37.4034	39.4890	41.6909
F-43	99,970.91	105,545.28	111,430.49	117,643.85	124,203.67
Monthly	8,330.91	8,795.44	9,285.87	9,803.65	10,350.31
Bi-Weekly	3,845.03	4,059.43	4,285.79	4,524.76	4,777.06
Hourly	34.3307	36.2449	38.2660	40.3997	42.6524
F-44	102,224.35	107,924.38	113,942.24	120,295.66	127,003.35
Monthly	8,518.70	8,993.70	9,495.19	10,024.64	10,583.61
Bi-Weekly	3,931.71	4,150.94	4,382.39	4,626.76	4,884.74
Hourly	35.1045	37.0619	39.1285	41.3103	43.6138

FF Fire Fighter 112

F-45	104,477.79	110,303.47	116,453.99	122,947.47	129,803.02
Monthly	8,706.48	9,191.96	9,704.50	10,245.62	10,816.92
Bi-Weekly	4,018.38	4,242.44	4,479.00	4,728.75	4,992.42
Hourly	35.8784	37.8789	39.9911	42.2210	44.5752
F-46	106,731.23	112,682.57	118,965.75	125,599.28	132,602.69
Monthly	8,894.27	9,390.21	9,913.81	10,466.61	11,050.22
Bi-Weekly	4,105.05	4,333.94	4,575.61	4,830.74	5,100.10
Hourly	36.6522	38.6959	40.8536	43.1316	45.5366
F-47	108,984.68	115,061.66	121,477.50	128,251.09	135,402.37
Monthly	9,082.06	9,588.47	10,123.13	10,687.59	11,283.53
Bi-Weekly	4,191.72	4,425.45	4,672.21	4,932.73	5,207.78
Hourly	37.4261	39.5129	41.7162	44.0423	46.4981
F-48	111,238.12	117,440.76	123,989.25	130,902.89	138,202.04
Monthly	9,269.84	9,786.73	10,332.44	10,908.57	11,516.84
Bi-Weekly	4,278.39	4,516.95	4,768.82	5,034.73	5,315.46
Hourly	38.1999	40.3299	42.5787	44.9529	47.4595
F-49	113,491.56	119,819.85	126,501.01	133,554.70	141,001.71
Monthly	9,457.63	9,984.99	10,541.75	11,129.56	11,750.14
Bi-Weekly	4,365.06	4,608.46	4,865.42	5,136.72	5,423.14
Hourly	38.9738	41.1469	43.4413	45.8636	48.4209
F-50	115,745.00	122,198.95	129,012.76	136,206.51	143,801.39
Monthly	9,645.42	10,183.25	10,751.06	11,350.54	11,983.45
Bi-Weekly	4,451.73	4,699.96	4,962.03	5,238.71	5,530.82
Hourly	39.7476	41.9639	44.3038	46.7742	49.3823
F-51	117,998.45	124,578.04	131,524.51	138,858.32	146,601.06
Monthly	9,833.20	10,381.50	10,960.38	11,571.53	12,216.75
Bi-Weekly	4,538.40	4,791.46	5,058.64	5,340.70	5,638.50
Hourly	40.5214	42.7809	45.1664	47.6849	50.3438
F-52	120,251.89	126,957.13	134,036.26	141,510.13	149,400.73
Monthly	10,020.99	10,579.76	11,169.69	11,792.51	12,450.06
Bi-Weekly	4,625.07	4,882.97	5,155.24	5,442.70	5,746.18
Hourly	41.2953	43.5979	46.0289	48.5955	51.3052
F-53	122,505.33	129,336.23	136,548.02	144,161.93	152,200.40
Monthly	10,208.78	10,778.02	11,379.00	12,013.49	12,683.37
Bi-Weekly	4,711.74	4,974.47	5,251.85	5,544.69	5,853.86
Hourly	42.0691	44.4149	46.8915	49.5062	52.2666
F-54	124,758.77	131,715.32	139,059.77	146,813.74	155,000.08
Monthly	10,396.56	10,976.28	11,588.31	12,234.48	12,916.67
Bi-Weekly	4,798.41	5,065.97	5,348.45	5,646.68	5,961.54
Hourly	42.8430	45.2319	47.7540	50.4168	53.2280
F-55	127,012.22	134,094.42	141,571.52	149,465.55	157,799.75
Monthly	10,584.35	11,174.53	11,797.63	12,455.46	13,149.98
Bi-Weekly	4,885.09	5,157.48	5,445.06	5,748.68	6,069.22
Hourly	43.6168	46.0489	48.6166	51.3275	54.1895
F-56	129,265.66	136,473.51	144,083.28	152,117.36	160,599.42
Monthly	10,772.14	11,372.79	12,006.94	12,676.45	13,383.29
Bi-Weekly	4,971.76	5,248.98	5,541.66	5,850.67	6,176.90
Hourly	44.3907	46.8659	49.4791	52.2381	55.1509

FF Fire Fighter 112

F-57	131,519.10	138,852.61	146,595.03	154,769.17	163,399.10
Monthly	10,959.93	11,571.05	12,216.25	12,897.43	13,616.59
Bi-Weekly	5,058.43	5,340.48	5,638.27	5,952.66	6,284.58
Hourly	45.1645	47.6829	50.3417	53.1488	56.1123
F-58	133,772.54	141,231.70	149,106.78	157,420.98	166,198.77
Monthly	11,147.71	11,769.31	12,425.57	13,118.41	13,849.90
Bi-Weekly	5,145.10	5,431.99	5,734.88	6,054.65	6,392.26
Hourly	45.9384	48.4999	51.2043	54.0594	57.0738
F-59	136,025.99	143,610.80	151,618.53	160,072.78	168,998.44
Monthly	11,335.50	11,967.57	12,634.88	13,339.40	14,083.20
Bi-Weekly	5,231.77	5,523.49	5,831.48	6,156.65	6,499.94
Hourly	46.7122	49.3169	52.0668	54.9700	58.0352
F-60	138,279.43	145,989.89	154,130.29	162,724.59	171,798.11
Monthly	11,523.29	12,165.82	12,844.19	13,560.38	14,316.51
Bi-Weekly	5,318.44	5,615.00	5,928.09	6,258.64	6,607.62
Hourly	47.4861	50.1339	52.9294	55.8807	58.9966

FF Fire Fighter 112

Desc X	Step 1	Step 2	Step 3	Step 4	Step 5
FF9 - Fire Safety 112 - New Schedule - No Compounding - July 1, 2015					
F-35	83,582.23	88,242.78	93,163.20	98,357.98	103,842.42
Monthly	6,965.19	7,353.56	7,763.60	8,196.50	8,653.53
Bi-Weekly	3,214.70	3,393.95	3,583.20	3,783.00	3,993.94
Hourly	28.7027	30.3032	31.9929	33.7768	35.6602
F-36	85,880.74	90,669.45	95,725.18	101,062.82	106,698.08
Monthly	7,156.73	7,555.79	7,977.10	8,421.90	8,891.51
Bi-Weekly	3,303.11	3,487.29	3,681.74	3,887.03	4,103.77
Hourly	29.4920	31.1365	32.8727	34.7056	36.6408
F-37	88,179.26	93,096.13	98,287.17	103,767.66	109,553.75
Monthly	7,348.27	7,758.01	8,190.60	8,647.31	9,129.48
Bi-Weekly	3,391.51	3,580.62	3,780.28	3,991.06	4,213.61
Hourly	30.2813	31.9698	33.7525	35.6345	37.6215
F-38	90,477.77	95,522.81	100,849.16	106,472.51	112,409.42
Monthly	7,539.81	7,960.23	8,404.10	8,872.71	9,367.45
Bi-Weekly	3,479.91	3,673.95	3,878.81	4,095.10	4,323.44
Hourly	31.0707	32.8032	34.6323	36.5634	38.6021
F-39	92,776.28	97,949.48	103,411.15	109,177.35	115,265.08
Monthly	7,731.36	8,162.46	8,617.60	9,098.11	9,605.42
Bi-Weekly	3,568.32	3,767.29	3,977.35	4,199.13	4,433.27
Hourly	31.8600	33.6365	35.5121	37.4922	39.5828
F-40	95,074.79	100,376.16	105,973.13	111,882.20	118,120.75
Monthly	7,922.90	8,364.68	8,831.09	9,323.52	9,843.40
Bi-Weekly	3,656.72	3,860.62	4,075.89	4,303.16	4,543.11
Hourly	32.6493	34.4698	36.3919	38.4211	40.5634
F-41	97,373.30	102,802.84	108,535.12	114,587.04	120,976.41
Monthly	8,114.44	8,566.90	9,044.59	9,548.92	10,081.37
Bi-Weekly	3,745.13	3,953.96	4,174.43	4,407.19	4,652.94
Hourly	33.4386	35.3032	37.2717	39.3499	41.5441
F-42	99,671.81	105,229.51	111,097.11	117,291.89	123,832.08
Monthly	8,305.98	8,769.13	9,258.09	9,774.32	10,319.34
Bi-Weekly	3,833.53	4,047.29	4,272.97	4,511.23	4,762.77
Hourly	34.2280	36.1365	38.1515	40.2788	42.5248
F-43	101,970.32	107,656.19	113,659.10	119,996.73	126,687.75
Monthly	8,497.53	8,971.35	9,471.59	9,999.73	10,557.31
Bi-Weekly	3,921.94	4,140.62	4,371.50	4,615.26	4,872.61
Hourly	35.0173	36.9698	39.0313	41.2077	43.5054
F-44	104,268.84	110,082.87	116,221.09	122,701.57	129,543.41
Monthly	8,689.07	9,173.57	9,685.09	10,225.13	10,795.28
Bi-Weekly	4,010.34	4,233.96	4,470.04	4,719.29	4,982.44
Hourly	35.8066	37.8032	39.9111	42.1365	44.4861

FF Fire Fighter 112

F-45	106,567.35	112,509.54	118,783.07	125,406.42	132,399.08
Monthly	8,880.61	9,375.80	9,898.59	10,450.53	11,033.26
Bi-Weekly	4,098.74	4,327.29	4,568.58	4,823.32	5,092.27
Hourly	36.5959	38.6365	40.7909	43.0654	45.4667
F-46	108,865.86	114,936.22	121,345.06	128,111.26	135,254.75
Monthly	9,072.15	9,578.02	10,112.09	10,675.94	11,271.23
Bi-Weekly	4,187.15	4,420.62	4,667.12	4,927.36	5,202.11
Hourly	37.3853	39.4699	41.6707	43.9943	46.4474
F-47	111,164.37	117,362.90	123,907.05	130,816.11	138,110.41
Monthly	9,263.70	9,780.24	10,325.59	10,901.34	11,509.20
Bi-Weekly	4,275.55	4,513.96	4,765.66	5,031.39	5,311.94
Hourly	38.1746	40.3032	42.5505	44.9231	47.4280
F-48	113,462.88	119,789.57	126,469.04	133,520.95	140,966.08
Monthly	9,455.24	9,982.46	10,539.09	11,126.75	11,747.17
Bi-Weekly	4,363.96	4,607.29	4,864.19	5,135.42	5,421.77
Hourly	38.9639	41.1365	43.4303	45.8520	48.4087
F-49	115,761.39	122,216.25	129,031.03	136,225.80	143,821.75
Monthly	9,646.78	10,184.69	10,752.59	11,352.15	11,985.15
Bi-Weekly	4,452.36	4,700.62	4,962.73	5,239.45	5,531.61
Hourly	39.7532	41.9699	44.3101	46.7808	49.3893
F-50	118,059.90	124,642.92	131,593.01	138,930.64	146,677.41
Monthly	9,838.33	10,386.91	10,966.08	11,577.55	12,223.12
Bi-Weekly	4,540.77	4,793.96	5,061.27	5,343.49	5,641.44
Hourly	40.5425	42.8032	45.1899	47.7097	50.3700
F-51	120,358.42	127,069.60	134,155.00	141,635.48	149,533.08
Monthly	10,029.87	10,589.13	11,179.58	11,802.96	12,461.09
Bi-Weekly	4,629.17	4,887.29	5,159.81	5,447.52	5,751.27
Hourly	41.3319	43.6365	46.0697	48.6386	51.3506
F-52	122,656.93	129,496.28	136,716.99	144,340.33	152,388.75
Monthly	10,221.41	10,791.36	11,393.08	12,028.36	12,699.06
Bi-Weekly	4,717.57	4,980.63	5,258.35	5,551.55	5,861.11
Hourly	42.1212	44.4699	46.9495	49.5674	52.3313
F-53	124,955.44	131,922.95	139,278.98	147,045.17	155,244.41
Monthly	10,412.95	10,993.58	11,606.58	12,253.76	12,937.03
Bi-Weekly	4,805.98	5,073.96	5,356.88	5,655.58	5,970.94
Hourly	42.9105	45.3032	47.8293	50.4963	53.3120
F-54	127,253.95	134,349.63	141,840.97	149,750.02	158,100.08
Monthly	10,604.50	11,195.80	11,820.08	12,479.17	13,175.01
Bi-Weekly	4,894.38	5,167.29	5,455.42	5,759.62	6,080.77
Hourly	43.6998	46.1365	48.7091	51.4251	54.2926
F-55	129,552.46	136,776.31	144,402.95	152,454.86	160,955.74
Monthly	10,796.04	11,398.03	12,033.58	12,704.57	13,412.98
Bi-Weekly	4,982.79	5,260.63	5,553.96	5,863.65	6,190.61
Hourly	44.4892	46.9699	49.5889	52.3540	55.2733
F-56	131,850.97	139,202.98	146,964.94	155,159.71	163,811.41
Monthly	10,987.58	11,600.25	12,247.08	12,929.98	13,650.95
Bi-Weekly	5,071.19	5,353.96	5,652.50	5,967.68	6,300.44
Hourly	45.2785	47.8032	50.4687	53.2829	56.2539

FF Fire Fighter 112

F-57	134,149.48	141,629.66	149,526.93	157,864.55	166,667.08
Monthly	11,179.12	11,802.47	12,460.58	13,155.38	13,888.92
Bi-Weekly	5,159.60	5,447.29	5,751.04	6,071.71	6,410.27
Hourly	46.0678	48.6366	51.3485	54.2117	57.2346
F-58	136,448.00	144,056.34	152,088.92	160,569.39	169,522.74
Monthly	11,370.67	12,004.69	12,674.08	13,380.78	14,126.90
Bi-Weekly	5,248.00	5,540.63	5,849.57	6,175.75	6,520.11
Hourly	46.8571	49.4699	52.2283	55.1406	58.2152
F-59	138,746.51	146,483.01	154,650.90	163,274.24	172,378.41
Monthly	11,562.21	12,206.92	12,887.58	13,606.19	14,364.87
Bi-Weekly	5,336.40	5,633.96	5,948.11	6,279.78	6,629.94
Hourly	47.6465	50.3032	53.1081	56.0695	59.1959
F-60	141,045.02	148,909.69	157,212.89	165,979.08	175,234.08
Monthly	11,753.75	12,409.14	13,101.07	13,831.59	14,602.84
Bi-Weekly	5,424.81	5,727.30	6,046.65	6,383.81	6,739.77
Hourly	48.4358	51.1366	53.9879	56.9983	60.1765

FF Paramedic 112

Desc X	Step 1	Step 2	Step 3	Step 4	Step 5
FF9 - Paramedic - New Schedule - No Compounding - July 1, 2013					
F-35	92,007.08	97,137.39	102,553.77	108,272.17	114,309.43
Monthly	7,667.26	8,094.78	8,546.15	9,022.68	9,525.79
Bi-Weekly	3,538.73	3,736.05	3,944.38	4,164.31	4,396.52
Hourly	31.5958	33.3576	35.2176	37.1814	39.2546
F-36	94,537.27	99,808.67	105,374.00	111,249.66	117,452.94
Monthly	7,878.11	8,317.39	8,781.17	9,270.80	9,787.74
Bi-Weekly	3,636.05	3,838.80	4,052.85	4,278.83	4,517.42
Hourly	32.4647	34.2750	36.1861	38.2039	40.3341
F-37	97,067.47	102,479.95	108,194.23	114,227.14	120,596.45
Monthly	8,088.96	8,540.00	9,016.19	9,518.93	10,049.70
Bi-Weekly	3,733.36	3,941.54	4,161.32	4,393.35	4,638.32
Hourly	33.3336	35.1923	37.1546	39.2264	41.4136
F-38	99,597.66	105,151.23	111,014.46	117,204.63	123,739.96
Monthly	8,299.81	8,762.60	9,251.20	9,767.05	10,311.66
Bi-Weekly	3,830.68	4,044.28	4,269.79	4,507.87	4,759.23
Hourly	34.2025	36.1096	38.1231	40.2488	42.4931
F-39	102,127.86	107,822.51	113,834.69	120,182.11	126,883.46
Monthly	8,510.65	8,985.21	9,486.22	10,015.18	10,573.62
Bi-Weekly	3,927.99	4,147.02	4,378.26	4,622.39	4,880.13
Hourly	35.0714	37.0270	39.0916	41.2713	43.5726
F-40	104,658.05	110,493.78	116,654.92	123,159.60	130,026.97
Monthly	8,721.50	9,207.82	9,721.24	10,263.30	10,835.58
Bi-Weekly	4,025.31	4,249.76	4,486.73	4,736.91	5,001.04
Hourly	35.9403	37.9443	40.0601	42.2938	44.6521
F-41	107,188.25	113,165.06	119,475.15	126,137.08	133,170.48
Monthly	8,932.35	9,430.42	9,956.26	10,511.42	11,097.54
Bi-Weekly	4,122.62	4,352.50	4,595.20	4,851.43	5,121.94
Hourly	36.8092	38.8616	41.0286	43.3163	45.7316
F-42	109,718.44	115,836.34	122,295.37	129,114.56	136,313.99
Monthly	9,143.20	9,653.03	10,191.28	10,759.55	11,359.50
Bi-Weekly	4,219.94	4,455.24	4,703.67	4,965.94	5,242.85
Hourly	37.6780	39.7790	41.9970	44.3388	46.8111
F-43	112,248.63	118,507.62	125,115.60	132,092.05	139,457.50
Monthly	9,354.05	9,875.63	10,426.30	11,007.67	11,621.46
Bi-Weekly	4,317.26	4,557.99	4,812.14	5,080.46	5,363.75
Hourly	38.5469	40.6963	42.9655	45.3613	47.8906
F-44	114,778.83	121,178.90	127,935.83	135,069.53	142,601.01
Monthly	9,564.90	10,098.24	10,661.32	11,255.79	11,883.42
Bi-Weekly	4,414.57	4,660.73	4,920.61	5,194.98	5,484.65
Hourly	39.4158	41.6136	43.9340	46.3838	48.9701

FF Paramedic 112

F-45	117,309.02	123,850.18	130,756.06	138,047.02	145,744.52
Monthly	9,775.75	10,320.85	10,896.34	11,503.92	12,145.38
Bi-Weekly	4,511.89	4,763.47	5,029.08	5,309.50	5,605.56
Hourly	40.2847	42.5310	44.9025	47.4063	50.0496
F-46	119,839.22	126,521.45	133,576.29	141,024.50	148,888.03
Monthly	9,986.60	10,543.45	11,131.36	11,752.04	12,407.34
Bi-Weekly	4,609.20	4,866.21	5,137.55	5,424.02	5,726.46
Hourly	41.1536	43.4483	45.8710	48.4287	51.1291
F-47	122,369.41	129,192.73	136,396.52	144,001.99	152,031.54
Monthly	10,197.45	10,766.06	11,366.38	12,000.17	12,669.29
Bi-Weekly	4,706.52	4,968.95	5,246.02	5,538.54	5,847.37
Hourly	42.0225	44.3656	46.8395	49.4512	52.2086
F-48	124,899.61	131,864.01	139,216.75	146,979.47	155,175.05
Monthly	10,408.30	10,988.67	11,601.40	12,248.29	12,931.25
Bi-Weekly	4,803.83	5,071.69	5,354.49	5,653.06	5,968.27
Hourly	42.8913	45.2830	47.8079	50.4737	53.2881
F-49	127,429.80	134,535.29	142,036.98	149,956.96	158,318.56
Monthly	10,619.15	11,211.27	11,836.41	12,496.41	13,193.21
Bi-Weekly	4,901.15	5,174.43	5,462.96	5,767.58	6,089.18
Hourly	43.7602	46.2003	48.7764	51.4962	54.3676
F-50	129,960.00	137,206.57	144,857.20	152,934.44	161,462.07
Monthly	10,830.00	11,433.88	12,071.43	12,744.54	13,455.17
Bi-Weekly	4,998.46	5,277.18	5,571.43	5,882.09	6,210.08
Hourly	44.6291	47.1176	49.7449	52.5187	55.4471
F-51	132,490.19	139,877.84	147,677.43	155,911.93	164,605.58
Monthly	11,040.85	11,656.49	12,306.45	12,992.66	13,717.13
Bi-Weekly	5,095.78	5,379.92	5,679.90	5,996.61	6,330.98
Hourly	45.4980	48.0350	50.7134	53.5412	56.5266
F-52	135,020.39	142,549.12	150,497.66	158,889.41	167,749.09
Monthly	11,251.70	11,879.09	12,541.47	13,240.78	13,979.09
Bi-Weekly	5,193.09	5,482.66	5,788.37	6,111.13	6,451.89
Hourly	46.3669	48.9523	51.6819	54.5637	57.6061
F-53	137,550.58	145,220.40	153,317.89	161,866.90	170,892.59
Monthly	11,462.55	12,101.70	12,776.49	13,488.91	14,241.05
Bi-Weekly	5,290.41	5,585.40	5,896.84	6,225.65	6,572.79
Hourly	47.2358	49.8696	52.6504	55.5862	58.6856
F-54	140,080.78	147,891.68	156,138.12	164,844.38	174,036.10
Monthly	11,673.40	12,324.31	13,011.51	13,737.03	14,503.01
Bi-Weekly	5,387.72	5,688.14	6,005.31	6,340.17	6,693.70
Hourly	48.1047	50.7870	53.6189	56.6086	59.7651
F-54	142,610.97	150,562.96	158,958.35	167,821.87	177,179.61
Monthly	11,884.25	12,546.91	13,246.53	13,985.16	14,764.97
Bi-Weekly	5,485.04	5,790.88	6,113.78	6,454.69	6,814.60
Hourly	48.9735	51.7043	54.5873	57.6311	60.8446
F-56	145,141.16	153,234.24	161,778.58	170,799.35	180,323.12
Monthly	12,095.10	12,769.52	13,481.55	14,233.28	15,026.93
Bi-Weekly	5,582.35	5,893.62	6,222.25	6,569.21	6,935.50
Hourly	49.8424	52.6216	55.5558	58.6536	61.9241

FF Paramedic 112

F-57	147,671.36	155,905.51	164,598.81	173,776.84	183,466.63
Monthly	12,305.95	12,992.13	13,716.57	14,481.40	15,288.89
Bi-Weekly	5,679.67	5,996.37	6,330.72	6,683.72	7,056.41
Hourly	50.7113	53.5390	56.5243	59.6761	63.0037
F-58	150,201.55	158,576.79	167,419.03	176,754.32	186,610.14
Monthly	12,516.80	13,214.73	13,951.59	14,729.53	15,550.85
Bi-Weekly	5,776.98	6,099.11	6,439.19	6,798.24	7,177.31
Hourly	51.5802	54.4563	57.4928	60.6986	64.0832
F-59	152,731.75	161,248.07	170,239.26	179,731.80	189,753.65
Monthly	12,727.65	13,437.34	14,186.61	14,977.65	15,812.80
Bi-Weekly	5,874.30	6,201.85	6,547.66	6,912.76	7,298.22
Hourly	52.4491	55.3737	58.4613	61.7211	65.1627
F-60	155,261.94	163,919.35	173,059.49	182,709.29	192,897.16
Monthly	12,938.50	13,659.95	14,421.62	15,225.77	16,074.76
Bi-Weekly	5,971.61	6,304.59	6,656.13	7,027.28	7,419.12
Hourly	53.3180	56.2910	59.4298	62.7436	66.2422

FF Paramedic 112

Desc X	Step 1	Step 2	Step 3	Step 4	Step 5
FF9 - Paramedic - New Schedule - No Compounding - July 1, 2014					
F-35	93,847.22	99,080.14	104,604.85	110,437.61	116,595.62
Monthly	7,820.60	8,256.68	8,717.07	9,203.13	9,716.30
Bi-Weekly	3,609.51	3,810.77	4,023.26	4,247.60	4,484.45
Hourly	32.2278	34.0248	35.9220	37.9250	40.0397
F-36	96,428.02	101,804.84	107,481.48	113,474.65	119,802.00
Monthly	8,035.67	8,483.74	8,956.79	9,456.22	9,983.50
Bi-Weekly	3,708.77	3,915.57	4,133.90	4,364.41	4,607.77
Hourly	33.1140	34.9605	36.9098	38.9679	41.1408
F-37	99,008.82	104,529.55	110,358.12	116,511.68	123,008.38
Monthly	8,250.73	8,710.80	9,196.51	9,709.31	10,250.70
Bi-Weekly	3,808.03	4,020.37	4,244.54	4,481.22	4,731.09
Hourly	34.0003	35.8961	37.8977	40.0109	42.2419
F-38	101,589.61	107,254.25	113,234.75	119,548.72	126,214.75
Monthly	8,465.80	8,937.85	9,436.23	9,962.39	10,517.90
Bi-Weekly	3,907.29	4,125.16	4,355.18	4,598.03	4,854.41
Hourly	34.8865	36.8318	38.8856	41.0538	43.3430
F-39	104,170.41	109,978.96	116,111.38	122,585.75	129,421.13
Monthly	8,680.87	9,164.91	9,675.95	10,215.48	10,785.09
Bi-Weekly	4,006.55	4,229.96	4,465.82	4,714.84	4,977.74
Hourly	35.7728	37.7675	39.8734	42.0968	44.4441
F-40	106,751.21	112,703.66	118,988.02	125,622.79	132,627.51
Monthly	8,895.93	9,391.97	9,915.67	10,468.57	11,052.29
Bi-Weekly	4,105.82	4,334.76	4,576.46	4,831.65	5,101.06
Hourly	36.6591	38.7032	40.8613	43.1397	45.5452
F-41	109,332.01	115,428.36	121,864.65	128,659.82	135,833.89
Monthly	9,111.00	9,619.03	10,155.39	10,721.65	11,319.49
Bi-Weekly	4,205.08	4,439.55	4,687.10	4,948.45	5,224.38
Hourly	37.5453	39.6389	41.8491	44.1826	46.6463
F-42	111,912.81	118,153.07	124,741.28	131,696.86	139,040.27
Monthly	9,326.07	9,846.09	10,395.11	10,974.74	11,586.69
Bi-Weekly	4,304.34	4,544.35	4,797.74	5,065.26	5,347.70
Hourly	38.4316	40.5745	42.8370	45.2256	47.7473
F-43	114,493.61	120,877.77	127,617.92	134,733.89	142,246.65
Monthly	9,541.13	10,073.15	10,634.83	11,227.82	11,853.89
Bi-Weekly	4,403.60	4,649.15	4,908.38	5,182.07	5,471.03
Hourly	39.3179	41.5102	43.8248	46.2685	48.8484
F-44	117,074.41	123,602.47	130,494.55	137,770.92	145,453.03
Monthly	9,756.20	10,300.21	10,874.55	11,480.91	12,121.09
Bi-Weekly	4,502.86	4,753.94	5,019.02	5,298.88	5,594.35
Hourly	40.2041	42.4459	44.8127	47.3114	49.9495

FF Paramedic 112

F-45	119,655.20	126,327.18	133,371.18	140,807.96	148,659.41
Monthly	9,971.27	10,527.26	11,114.27	11,734.00	12,388.28
Bi-Weekly	4,602.12	4,858.74	5,129.66	5,415.69	5,717.67
Hourly	41.0904	43.3816	45.8005	48.3544	51.0506
F-46	122,236.00	129,051.88	136,247.82	143,844.99	151,865.79
Monthly	10,186.33	10,754.32	11,353.98	11,987.08	12,655.48
Bi-Weekly	4,701.38	4,963.53	5,240.30	5,532.50	5,840.99
Hourly	41.9766	44.3173	46.7884	49.3973	52.1517
F-47	124,816.80	131,776.59	139,124.45	146,882.03	155,072.17
Monthly	10,401.40	10,981.38	11,593.70	12,240.17	12,922.68
Bi-Weekly	4,800.65	5,068.33	5,350.94	5,649.31	5,964.31
Hourly	42.8629	45.2529	47.7763	50.4403	53.2528
F-48	127,397.60	134,501.29	142,001.08	149,919.06	158,278.55
Monthly	10,616.47	11,208.44	11,833.42	12,493.26	13,189.88
Bi-Weekly	4,899.91	5,173.13	5,461.58	5,766.12	6,087.64
Hourly	43.7492	46.1886	48.7641	51.4832	54.3539
F-49	129,978.40	137,225.99	144,877.72	152,956.10	161,484.93
Monthly	10,831.53	11,435.50	12,073.14	12,746.34	13,457.08
Bi-Weekly	4,999.17	5,277.92	5,572.22	5,882.93	6,210.96
Hourly	44.6354	47.1243	49.7520	52.5261	55.4550
F-50	132,559.20	139,950.70	147,754.35	155,993.13	164,691.31
Monthly	11,046.60	11,662.56	12,312.86	12,999.43	13,724.28
Bi-Weekly	5,098.43	5,382.72	5,682.86	5,999.74	6,334.28
Hourly	45.5217	48.0600	50.7398	53.5691	56.5561
F-51	135,140.00	142,675.40	150,630.98	159,030.17	167,897.69
Monthly	11,261.67	11,889.62	12,552.58	13,252.51	13,991.47
Bi-Weekly	5,197.69	5,487.52	5,793.50	6,116.54	6,457.60
Hourly	46.4080	48.9957	51.7277	54.6120	57.6572
F-52	137,720.79	145,400.11	153,507.62	162,067.20	171,104.07
Monthly	11,476.73	12,116.68	12,792.30	13,505.60	14,258.67
Bi-Weekly	5,296.95	5,592.31	5,904.14	6,233.35	6,580.93
Hourly	47.2942	49.9314	52.7155	55.6549	58.7583
F-53	140,301.59	148,124.81	156,384.25	165,104.23	174,310.45
Monthly	11,691.80	12,343.73	13,032.02	13,758.69	14,525.87
Bi-Weekly	5,396.22	5,697.11	6,014.78	6,350.16	6,704.25
Hourly	48.1805	50.8670	53.7034	56.6979	59.8594
F-54	142,882.39	150,849.51	159,260.88	168,141.27	177,516.83
Monthly	11,906.87	12,570.79	13,271.74	14,011.77	14,793.07
Bi-Weekly	5,495.48	5,801.90	6,125.42	6,466.97	6,827.57
Hourly	49.0668	51.8027	54.6912	57.7408	60.9604
F-55	145,463.19	153,574.22	162,137.52	171,178.30	180,723.21
Monthly	12,121.93	12,797.85	13,511.46	14,264.86	15,060.27
Bi-Weekly	5,594.74	5,906.70	6,236.06	6,583.78	6,950.89
Hourly	49.9530	52.7384	55.6791	58.7838	62.0615
F-56	148,043.99	156,298.92	165,014.15	174,215.34	183,929.58
Monthly	12,337.00	13,024.91	13,751.18	14,517.94	15,327.47
Bi-Weekly	5,694.00	6,011.50	6,346.70	6,700.59	7,074.21
Hourly	50.8393	53.6741	56.6669	59.8267	63.1626

FF Paramedic 112

F-57	150,624.79	159,023.62	167,890.78	177,252.37	187,135.96
Monthly	12,552.07	13,251.97	13,990.90	14,771.03	15,594.66
Bi-Weekly	5,793.26	6,116.29	6,457.34	6,817.40	7,197.54
Hourly	51.7255	54.6098	57.6548	60.8696	64.2637
F-58	153,205.59	161,748.33	170,767.42	180,289.41	190,342.34
Monthly	12,767.13	13,479.03	14,230.62	15,024.12	15,861.86
Bi-Weekly	5,892.52	6,221.09	6,567.98	6,934.21	7,320.86
Hourly	52.6118	55.5454	58.6427	61.9126	65.3648
F-59	155,786.38	164,473.03	173,644.05	183,326.44	193,548.72
Monthly	12,982.20	13,706.09	14,470.34	15,277.20	16,129.06
Bi-Weekly	5,991.78	6,325.89	6,678.62	7,051.02	7,444.18
Hourly	53.4981	56.4811	59.6305	62.9555	66.4659
F-60	158,367.18	167,197.74	176,520.68	186,363.48	196,755.10
Monthly	13,197.27	13,933.14	14,710.06	15,530.29	16,396.26
Bi-Weekly	6,091.05	6,430.68	6,789.26	7,167.83	7,567.50
Hourly	54.3843	57.4168	60.6184	63.9984	67.5670

FF Paramedic 112

Desc X	Step 1	Step 2	Step 3	Step 4	Step 5
FF9 - Paramedic - New Schedule - No Compounding - July 1, 2015					
F-35	95,724.16	101,061.74	106,696.95	112,646.37	118,927.53
Monthly	7,977.01	8,421.81	8,891.41	9,387.20	9,910.63
Bi-Weekly	3,681.70	3,886.99	4,103.73	4,332.55	4,574.14
Hourly	32.8723	34.7053	36.6404	38.6835	40.8405
F-36	98,356.58	103,840.94	109,631.11	115,744.14	122,198.04
Monthly	8,196.38	8,653.41	9,135.93	9,645.35	10,183.17
Bi-Weekly	3,782.95	3,993.88	4,216.58	4,451.70	4,699.92
Hourly	33.7763	35.6597	37.6480	39.7473	41.9636
F-37	100,988.99	106,620.14	112,565.28	118,841.92	125,468.54
Monthly	8,415.75	8,885.01	9,380.44	9,903.49	10,455.71
Bi-Weekly	3,884.19	4,100.77	4,329.43	4,570.84	4,825.71
Hourly	34.6803	36.6141	38.6557	40.8111	43.0867
F-38	103,621.41	109,399.34	115,499.44	121,939.69	128,739.05
Monthly	8,635.12	9,116.61	9,624.95	10,161.64	10,728.25
Bi-Weekly	3,985.44	4,207.67	4,442.29	4,689.99	4,951.50
Hourly	35.5843	37.5685	39.6633	41.8749	44.2098
F-39	106,253.82	112,178.53	118,433.61	125,037.47	132,009.56
Monthly	8,854.49	9,348.21	9,869.47	10,419.79	11,000.80
Bi-Weekly	4,086.69	4,314.56	4,555.14	4,809.13	5,077.29
Hourly	36.4883	38.5228	40.6709	42.9387	45.3330
F-40	108,886.24	114,957.73	121,367.78	128,135.24	135,280.06
Monthly	9,073.85	9,579.81	10,113.98	10,677.94	11,273.34
Bi-Weekly	4,187.93	4,421.45	4,667.99	4,928.28	5,203.08
Hourly	37.3923	39.4772	41.6785	44.0025	46.4561
F-41	111,518.65	117,736.93	124,301.94	131,233.02	138,550.57
Monthly	9,293.22	9,811.41	10,358.50	10,936.08	11,545.88
Bi-Weekly	4,289.18	4,528.34	4,780.84	5,047.42	5,328.87
Hourly	38.2962	40.4316	42.6861	45.0663	47.5792
F-42	114,151.06	120,516.13	127,236.11	134,330.79	141,821.08
Monthly	9,512.59	10,043.01	10,603.01	11,194.23	11,818.42
Bi-Weekly	4,390.43	4,635.24	4,893.70	5,166.57	5,454.66
Hourly	39.2002	41.3860	43.6937	46.1301	48.7023
F-43	116,783.48	123,295.33	130,170.27	137,428.57	145,091.59
Monthly	9,731.96	10,274.61	10,847.52	11,452.38	12,090.97
Bi-Weekly	4,491.67	4,742.13	5,006.55	5,285.71	5,580.45
Hourly	40.1042	42.3404	44.7013	47.1939	49.8254
F-44	119,415.89	126,074.52	133,104.44	140,526.34	148,362.09
Monthly	9,951.32	10,506.21	11,092.04	11,710.53	12,363.51
Bi-Weekly	4,592.92	4,849.02	5,119.40	5,404.86	5,706.23
Hourly	41.0082	43.2948	45.7089	48.2577	50.9485

FF Paramedic 112

F-45	122,048.31	128,853.72	136,038.61	143,624.12	151,632.60
Monthly	10,170.69	10,737.81	11,336.55	11,968.68	12,636.05
Bi-Weekly	4,694.17	4,955.91	5,232.25	5,524.00	5,832.02
Hourly	41.9122	44.2492	46.7166	49.3215	52.0716
F-46	124,680.72	131,632.92	138,972.77	146,721.89	154,903.11
Monthly	10,390.06	10,969.41	11,581.06	12,226.82	12,908.59
Bi-Weekly	4,795.41	5,062.80	5,345.11	5,643.15	5,957.81
Hourly	42.8162	45.2036	47.7242	50.3853	53.1947
F-47	127,313.14	134,412.12	141,906.94	149,819.67	158,173.61
Monthly	10,609.43	11,201.01	11,825.58	12,484.97	13,181.13
Bi-Weekly	4,896.66	5,169.70	5,457.96	5,762.29	6,083.60
Hourly	43.7202	46.1580	48.7318	51.4491	54.3179
F-48	129,945.55	137,191.32	144,841.10	152,917.44	161,444.12
Monthly	10,828.80	11,432.61	12,070.09	12,743.12	13,453.68
Bi-Weekly	4,997.91	5,276.59	5,570.81	5,881.44	6,209.39
Hourly	44.6242	47.1124	49.7394	52.5129	55.4410
F-49	132,577.97	139,970.51	147,775.27	156,015.22	164,714.63
Monthly	11,048.16	11,664.21	12,314.61	13,001.27	13,726.22
Bi-Weekly	5,099.15	5,383.48	5,683.66	6,000.59	6,335.18
Hourly	45.5281	48.0668	50.7470	53.5767	56.5641
F-50	135,210.38	142,749.71	150,709.44	159,112.99	167,985.13
Monthly	11,267.53	11,895.81	12,559.12	13,259.42	13,998.76
Bi-Weekly	5,200.40	5,490.37	5,796.52	6,119.73	6,460.97
Hourly	46.4321	49.0212	51.7546	54.6405	57.6872
F-51	137,842.80	145,528.91	153,643.60	162,210.77	171,255.64
Monthly	11,486.90	12,127.41	12,803.63	13,517.56	14,271.30
Bi-Weekly	5,301.65	5,597.27	5,909.37	6,238.88	6,586.76
Hourly	47.3361	49.9756	52.7622	55.7042	58.8103
F-52	140,475.21	148,308.11	156,577.77	165,308.54	174,526.15
Monthly	11,706.27	12,359.01	13,048.15	13,775.71	14,543.85
Bi-Weekly	5,402.89	5,704.16	6,022.22	6,358.02	6,712.54
Hourly	48.2401	50.9300	53.7698	56.7680	59.9334
F-53	143,107.62	151,087.31	159,511.93	168,406.32	177,796.66
Monthly	11,925.64	12,590.61	13,292.66	14,033.86	14,816.39
Bi-Weekly	5,504.14	5,811.05	6,135.07	6,477.17	6,838.33
Hourly	49.1441	51.8844	54.7774	57.8318	61.0565
F-54	145,740.04	153,866.50	162,446.10	171,504.09	181,067.16
Monthly	12,145.00	12,822.21	13,537.17	14,292.01	15,088.93
Bi-Weekly	5,605.39	5,917.94	6,247.93	6,596.31	6,964.12
Hourly	50.0481	52.8388	55.7851	58.8956	62.1797
F-55	148,372.45	156,645.70	165,380.27	174,601.87	184,337.67
Monthly	12,364.37	13,053.81	13,781.69	14,550.16	15,361.47
Bi-Weekly	5,706.63	6,024.83	6,360.78	6,715.46	7,089.91
Hourly	50.9521	53.7932	56.7927	59.9594	63.3028
F-56	151,004.87	159,424.90	168,314.43	177,699.64	187,608.18
Monthly	12,583.74	13,285.41	14,026.20	14,808.30	15,634.01
Bi-Weekly	5,807.88	6,131.73	6,473.63	6,834.60	7,215.70
Hourly	51.8561	54.7476	57.8003	61.0232	64.4259

FF Paramedic 112

F-57	153,637.28	162,204.10	171,248.60	180,797.42	190,878.68
Monthly	12,803.11	13,517.01	14,270.72	15,066.45	15,906.56
Bi-Weekly	5,909.13	6,238.62	6,586.48	6,953.75	7,341.49
Hourly	52.7601	55.7020	58.8079	62.0870	65.5490
F-58	156,269.70	164,983.30	174,182.76	183,895.19	194,149.19
Monthly	13,022.47	13,748.61	14,515.23	15,324.60	16,179.10
Bi-Weekly	6,010.37	6,345.51	6,699.34	7,072.89	7,467.28
Hourly	53.6640	56.6564	59.8155	63.1508	66.6721
F-59	158,902.11	167,762.49	177,116.93	186,992.97	197,419.70
Monthly	13,241.84	13,980.21	14,759.74	15,582.75	16,451.64
Bi-Weekly	6,111.62	6,452.40	6,812.19	7,192.04	7,593.07
Hourly	54.5680	57.6107	60.8231	64.2146	67.7952
F-60	161,534.53	170,541.69	180,051.10	190,090.74	200,690.20
Monthly	13,461.21	14,211.81	15,004.26	15,840.90	16,724.18
Bi-Weekly	6,212.87	6,559.30	6,925.04	7,311.18	7,718.85
Hourly	55.4720	58.5651	61.8307	65.2784	68.9183

Desc X	Step 1	Step 2	Step 3
SS9 - Fire Safety Engr 112 - July 1, 2013			
S-47	105,395.12	111,271.95	117,476.47
Monthly	8,782.93	9,272.66	9,789.71
Bi-Weekly	4,053.66	4,279.69	4,518.33
Hourly	36.1934	38.2115	40.3422
S-48	108,293.48	114,331.93	120,707.08
Monthly	9,024.46	9,527.66	10,058.92
Bi-Weekly	4,165.13	4,397.38	4,642.58
Hourly	37.1887	39.2623	41.4516
S-49	111,191.85	117,391.91	123,937.68
Monthly	9,265.99	9,782.66	10,328.14
Bi-Weekly	4,276.61	4,515.07	4,766.83
Hourly	38.1840	40.3132	42.5610
S-50	114,090.22	120,451.89	127,168.28
Monthly	9,507.52	10,037.66	10,597.36
Bi-Weekly	4,388.09	4,632.76	4,891.09
Hourly	39.1793	41.3640	43.6704
S-51	116,988.58	123,511.86	130,398.89
Monthly	9,749.05	10,292.66	10,866.57
Bi-Weekly	4,499.56	4,750.46	5,015.34
Hourly	40.1747	42.4148	44.7798
S-52	119,886.95	126,571.84	133,629.49
Monthly	9,990.58	10,547.65	11,135.79
Bi-Weekly	4,611.04	4,868.15	5,139.60
Hourly	41.1700	43.4656	45.8892
S-53	122,785.31	129,631.82	136,860.09
Monthly	10,232.11	10,802.65	11,405.01
Bi-Weekly	4,722.51	4,985.84	5,263.85
Hourly	42.1653	44.5164	46.9987
S-54	125,683.68	132,691.80	140,090.69
Monthly	10,473.64	11,057.65	11,674.22
Bi-Weekly	4,833.99	5,103.53	5,388.10
Hourly	43.1606	45.5672	48.1081
S-55	128,582.04	135,751.78	143,321.30
Monthly	10,715.17	11,312.65	11,943.44
Bi-Weekly	4,945.46	5,221.22	5,512.36
Hourly	44.1559	46.6181	49.2175
S-56	131,480.41	138,811.76	146,551.90
Monthly	10,956.70	11,567.65	12,212.66
Bi-Weekly	5,056.94	5,338.91	5,636.61
Hourly	45.1512	47.6689	50.3269



SS Engineer 112

S-57	134,378.78	141,871.74	149,782.50
Monthly	11,198.23	11,822.64	12,481.88
Bi-Weekly	5,168.41	5,456.61	5,760.87
Hourly	46.1466	48.7197	51.4363
S-58	137,277.14	144,931.71	153,013.11
Monthly	11,439.76	12,077.64	12,751.09
Bi-Weekly	5,279.89	5,574.30	5,885.12
Hourly	47.1419	49.7705	52.5457
S-59	140,175.51	147,991.69	156,243.71
Monthly	11,681.29	12,332.64	13,020.31
Bi-Weekly	5,391.37	5,691.99	6,009.37
Hourly	48.1372	50.8213	53.6551
S-60	143,073.87	151,051.67	159,474.31
Monthly	11,922.82	12,587.64	13,289.53
Bi-Weekly	5,502.84	5,809.68	6,133.63
Hourly	49.1325	51.8721	54.7645

SS Engineer 112

Desc X	Step 1	Step 2	Step 3
SS9 - Fire Safety Engr 112 - July 1, 2014			
S-47	107,503.02	113,497.39	119,826.00
Monthly	8,958.59	9,458.12	9,985.50
Bi-Weekly	4,134.73	4,365.28	4,608.69
Hourly	36.9172	38.9758	41.1490
S-48	110,459.35	116,618.57	123,121.22
Monthly	9,204.95	9,718.21	10,260.10
Bi-Weekly	4,248.44	4,485.33	4,735.43
Hourly	37.9325	40.0476	42.2806
S-49	113,415.69	119,739.75	126,416.43
Monthly	9,451.31	9,978.31	10,534.70
Bi-Weekly	4,362.14	4,605.37	4,862.17
Hourly	38.9477	41.1194	43.4122
S-50	116,372.02	122,860.92	129,711.65
Monthly	9,697.67	10,238.41	10,809.30
Bi-Weekly	4,475.85	4,725.42	4,988.91
Hourly	39.9629	42.1913	44.5438
S-51	119,328.35	125,982.10	133,006.86
Monthly	9,944.03	10,498.51	11,083.91
Bi-Weekly	4,589.55	4,845.47	5,115.65
Hourly	40.9781	43.2631	45.6754
S-52	122,284.69	129,103.28	136,302.08
Monthly	10,190.39	10,758.61	11,358.51
Bi-Weekly	4,703.26	4,965.51	5,242.39
Hourly	41.9934	44.3349	46.8070
S-53	125,241.02	132,224.46	139,597.29
Monthly	10,436.75	11,018.70	11,633.11
Bi-Weekly	4,816.96	5,085.56	5,369.13
Hourly	43.0086	45.4068	47.9386
S-54	128,197.35	135,345.64	142,892.51
Monthly	10,683.11	11,278.80	11,907.71
Bi-Weekly	4,930.67	5,205.60	5,495.87
Hourly	44.0238	46.4786	49.0702
S-55	131,153.68	138,466.81	146,187.72
Monthly	10,929.47	11,538.90	12,182.31
Bi-Weekly	5,044.37	5,325.65	5,622.60
Hourly	45.0390	47.5504	50.2018
S-56	134,110.02	141,587.99	149,482.94
Monthly	11,175.83	11,799.00	12,456.91
Bi-Weekly	5,158.08	5,445.69	5,749.34
Hourly	46.0543	48.6223	51.3334

SS Engineer 112

S-57	137,066.35	144,709.17	152,778.15
Monthly	11,422.20	12,059.10	12,731.51
Bi-Weekly	5,271.78	5,565.74	5,876.08
Hourly	47.0695	49.6941	52.4650
S-58	140,022.68	147,830.35	156,073.37
Monthly	11,668.56	12,319.20	13,006.11
Bi-Weekly	5,385.49	5,685.78	6,002.82
Hourly	48.0847	50.7659	53.5966
S-59	142,979.02	150,951.53	159,368.58
Monthly	11,914.92	12,579.29	13,280.72
Bi-Weekly	5,499.19	5,805.83	6,129.56
Hourly	49.0999	51.8377	54.7282
S-60	145,935.35	154,072.71	162,663.80
Monthly	12,161.28	12,839.39	13,555.32
Bi-Weekly	5,612.90	5,925.87	6,256.30
Hourly	50.1152	52.9096	55.8598

SS Engineer 112

Desc X	Step 1	Step 2	Step 3
SS9 - Fire Safety Engr 112 - July 1, 2015			
S-47	109,653.08	115,767.34	122,222.52
Monthly	9,137.76	9,647.28	10,185.21
Bi-Weekly	4,217.43	4,452.59	4,700.87
Hourly	37.6556	39.7553	41.9720
S-48	112,668.54	118,950.94	125,583.64
Monthly	9,389.05	9,912.58	10,465.30
Bi-Weekly	4,333.41	4,575.04	4,830.14
Hourly	38.6911	40.8485	43.1263
S-49	115,684.00	122,134.54	128,944.76
Monthly	9,640.33	10,177.88	10,745.40
Bi-Weekly	4,449.38	4,697.48	4,959.41
Hourly	39.7266	41.9418	44.2805
S-50	118,699.46	125,318.14	132,305.88
Monthly	9,891.62	10,443.18	11,025.49
Bi-Weekly	4,565.36	4,819.93	5,088.69
Hourly	40.7622	43.0351	45.4347
S-51	121,714.92	128,501.74	135,667.00
Monthly	10,142.91	10,708.48	11,305.58
Bi-Weekly	4,681.34	4,942.37	5,217.96
Hourly	41.7977	44.1283	46.5889
S-52	124,730.38	131,685.35	139,028.12
Monthly	10,394.20	10,973.78	11,585.68
Bi-Weekly	4,797.32	5,064.82	5,347.24
Hourly	42.8332	45.2216	47.7432
S-53	127,745.84	134,868.95	142,389.24
Monthly	10,645.49	11,239.08	11,865.77
Bi-Weekly	4,913.30	5,187.27	5,476.51
Hourly	43.8688	46.3149	48.8974
S-54	130,761.30	138,052.55	145,750.36
Monthly	10,896.77	11,504.38	12,145.86
Bi-Weekly	5,029.28	5,309.71	5,605.78
Hourly	44.9043	47.4082	50.0516
S-55	133,776.76	141,236.15	149,111.48
Monthly	11,148.06	11,769.68	12,425.96
Bi-Weekly	5,145.26	5,432.16	5,735.06
Hourly	45.9398	48.5014	51.2059
S-56	136,792.22	144,419.75	152,472.60
Monthly	11,399.35	12,034.98	12,706.05
Bi-Weekly	5,261.24	5,554.61	5,864.33
Hourly	46.9753	49.5947	52.3601

SS Engineer 112

S-57	139,807.68	147,603.35	155,833.72
Monthly	11,650.64	12,300.28	12,986.14
Bi-Weekly	5,377.22	5,677.05	5,993.60
Hourly	48.0109	50.6880	53.5143
S-58	142,823.14	150,786.96	159,194.84
Monthly	11,901.93	12,565.58	13,266.24
Bi-Weekly	5,493.20	5,799.50	6,122.88
Hourly	49.0464	51.7812	54.6686
S-59	145,838.60	153,970.56	162,555.96
Monthly	12,153.22	12,830.88	13,546.33
Bi-Weekly	5,609.18	5,921.94	6,252.15
Hourly	50.0819	52.8745	55.8228
S-60	148,854.06	157,154.16	165,917.08
Monthly	12,404.50	13,096.18	13,826.42
Bi-Weekly	5,725.16	6,044.39	6,381.43
Hourly	51.1175	53.9678	56.9770

BB CAPT 80

Desc X	Step 1	Step 2	Step 3
BB9 - Fire Safety Capt 80 - July 1, 2013			
B-53	124,050.07	130,967.10	138,269.83
Monthly	10,337.51	10,913.93	11,522.49
Bi-Weekly	4,771.16	5,037.20	5,318.07
Hourly	59.6395	62.9650	66.4759
B-54	127,461.45	134,568.70	142,072.25
Monthly	10,621.79	11,214.06	11,839.35
Bi-Weekly	4,902.36	5,175.72	5,464.32
Hourly	61.2795	64.6965	68.3040
B-55	130,872.82	138,170.29	145,874.67
Monthly	10,906.07	11,514.19	12,156.22
Bi-Weekly	5,033.57	5,314.24	5,610.56
Hourly	62.9196	66.4280	70.1321
B-56	134,284.20	141,771.89	149,677.09
Monthly	11,190.35	11,814.32	12,473.09
Bi-Weekly	5,164.78	5,452.76	5,756.81
Hourly	64.5597	68.1596	71.9601
B-57	137,695.58	145,373.48	153,479.51
Monthly	11,474.63	12,114.46	12,789.96
Bi-Weekly	5,295.98	5,591.29	5,903.06
Hourly	66.1998	69.8911	73.7882
B-58	141,106.95	148,975.08	157,281.93
Monthly	11,758.91	12,414.59	13,106.83
Bi-Weekly	5,427.19	5,729.81	6,049.30
Hourly	67.8399	71.6226	75.6163
B-59	144,518.33	152,576.67	161,084.35
Monthly	12,043.19	12,714.72	13,423.70
Bi-Weekly	5,558.40	5,868.33	6,195.55
Hourly	69.4800	73.3542	77.4444
B-60	147,929.71	156,178.27	164,886.77
Monthly	12,327.48	13,014.86	13,740.56
Bi-Weekly	5,689.60	6,006.86	6,341.80
Hourly	71.1201	75.0857	79.2725
A-61	151,341.08	159,779.86	168,689.19
Monthly	12,611.76	13,314.99	14,057.43
Bi-Weekly	5,820.81	6,145.38	6,488.05
Hourly	72.7601	76.8172	81.1006
A-62	154,752.46	163,381.46	172,491.61
Monthly	12,896.04	13,615.12	14,374.30
Bi-Weekly	5,952.02	6,283.90	6,634.29
Hourly	74.4002	78.5488	82.9287
A-63	158,163.84	166,983.05	176,294.03
Monthly	13,180.32	13,915.25	14,691.17

BB CAPT 80

Bi-Weekly	6,083.22	6,422.43	6,780.54
Hourly	76.0403	80.2803	84.7567
A-64	161,575.21	170,584.65	180,096.45
Monthly	13,464.60	14,215.39	15,008.04
Bi-Weekly	6,214.43	6,560.95	6,926.79
Hourly	77.6804	82.0119	86.5848
A-65	164,986.59	174,186.24	183,898.87
Monthly	13,748.88	14,515.52	15,324.91
Bi-Weekly	6,345.64	6,699.47	7,073.03
Hourly	79.3205	83.7434	88.4129
A-66	168,397.97	177,787.84	187,701.29
Monthly	14,033.16	14,815.65	15,641.77
Bi-Weekly	6,476.84	6,837.99	7,219.28
Hourly	80.9606	85.4749	90.2410

BB CAPT 80

Desc X	Step 1	Step 2	Step 3
BB9 - Fire Safety Capt 80 - July 1, 2014			
B-53	126,531.07	133,586.44	141,035.22
Monthly	10,544.26	11,132.20	11,752.94
Bi-Weekly	4,866.58	5,137.94	5,424.43
Hourly	60.8322	64.2243	67.8054
B-54	130,010.67	137,260.07	144,913.69
Monthly	10,834.22	11,438.34	12,076.14
Bi-Weekly	5,000.41	5,279.23	5,573.60
Hourly	62.5051	65.9904	69.6700
B-55	133,490.28	140,933.70	148,792.16
Monthly	11,124.19	11,744.47	12,399.35
Bi-Weekly	5,134.24	5,420.53	5,722.78
Hourly	64.1780	67.7566	71.5347
B-56	136,969.88	144,607.32	152,670.63
Monthly	11,414.16	12,050.61	12,722.55
Bi-Weekly	5,268.07	5,561.82	5,871.95
Hourly	65.8509	69.5228	73.3993
B-57	140,449.49	148,280.95	156,549.10
Monthly	11,704.12	12,356.75	13,045.76
Bi-Weekly	5,401.90	5,703.11	6,021.12
Hourly	67.5238	71.2889	75.2640
B-58	143,929.09	151,954.58	160,427.57
Monthly	11,994.09	12,662.88	13,368.96
Bi-Weekly	5,535.73	5,844.41	6,170.29
Hourly	69.1967	73.0551	77.1286
B-59	147,408.70	155,628.21	164,306.03
Monthly	12,284.06	12,969.02	13,692.17
Bi-Weekly	5,669.57	5,985.70	6,319.46
Hourly	70.8696	74.8213	78.9933
B-60	150,888.30	159,301.83	168,184.50
Monthly	12,574.03	13,275.15	14,015.38
Bi-Weekly	5,803.40	6,126.99	6,468.63
Hourly	72.5425	76.5874	80.8579
A-61	154,367.91	162,975.46	172,062.97
Monthly	12,863.99	13,581.29	14,338.58
Bi-Weekly	5,937.23	6,268.29	6,617.81
Hourly	74.2153	78.3536	82.7226
A-62	157,847.51	166,649.09	175,941.44
Monthly	13,153.96	13,887.42	14,661.79
Bi-Weekly	6,071.06	6,409.58	6,766.98
Hourly	75.8882	80.1198	84.5872
A-63	161,327.11	170,322.71	179,819.91
Monthly	13,443.93	14,193.56	14,984.99

BB CAPT 80

Bi-Weekly	6,204.89	6,550.87	6,916.15
Hourly	77.5611	81.8859	86.4519
A-64	164,806.72	173,996.34	183,698.38
Monthly	13,733.89	14,499.70	15,308.20
Bi-Weekly	6,338.72	6,692.17	7,065.32
Hourly	79.2340	83.6521	88.3165
A-65	168,286.32	177,669.97	187,576.85
Monthly	14,023.86	14,805.83	15,631.40
Bi-Weekly	6,472.55	6,833.46	7,214.49
Hourly	80.9069	85.4183	90.1812
A-66	171,765.93	181,343.60	191,455.31
Monthly	14,313.83	15,111.97	15,954.61
Bi-Weekly	6,606.38	6,974.75	7,363.67
Hourly	82.5798	87.1844	92.0458

BB CAPT 80

Desc X	Step 1	Step 2	Step 3
BB9 - Fire Safety Capt 80 - July 1, 2015			
B-53	129,061.69	136,258.17	143,855.93
Monthly	10,755.14	11,354.85	11,987.99
Bi-Weekly	4,963.91	5,240.70	5,532.92
Hourly	62.0489	65.5087	69.1615
B-54	132,610.89	140,005.27	147,811.96
Monthly	11,050.91	11,667.11	12,317.66
Bi-Weekly	5,100.42	5,384.82	5,685.08
Hourly	63.7552	67.3102	71.0634
B-55	136,160.08	143,752.37	151,768.00
Monthly	11,346.67	11,979.36	12,647.33
Bi-Weekly	5,236.93	5,528.94	5,837.23
Hourly	65.4616	69.1117	72.9654
B-56	139,709.28	147,499.47	155,724.04
Monthly	11,642.44	12,291.62	12,977.00
Bi-Weekly	5,373.43	5,673.06	5,989.39
Hourly	67.1679	70.9132	74.8673
B-57	143,258.48	151,246.57	159,680.08
Monthly	11,938.21	12,603.88	13,306.67
Bi-Weekly	5,509.94	5,817.18	6,141.54
Hourly	68.8743	72.7147	76.7693
B-58	146,807.67	154,993.67	163,636.12
Monthly	12,233.97	12,916.14	13,636.34
Bi-Weekly	5,646.45	5,961.29	6,293.70
Hourly	70.5806	74.5162	78.6712
B-59	150,356.87	158,740.77	167,592.15
Monthly	12,529.74	13,228.40	13,966.01
Bi-Weekly	5,782.96	6,105.41	6,445.85
Hourly	72.2870	76.3177	80.5732
B-60	153,906.07	162,487.87	171,548.19
Monthly	12,825.51	13,540.66	14,295.68
Bi-Weekly	5,919.46	6,249.53	6,598.01
Hourly	73.9933	78.1192	82.4751
A-61	157,455.26	166,234.97	175,504.23
Monthly	13,121.27	13,852.91	14,625.35
Bi-Weekly	6,055.97	6,393.65	6,750.16
Hourly	75.6996	79.9207	84.3770
A-62	161,004.46	169,982.07	179,460.27
Monthly	13,417.04	14,165.17	14,955.02
Bi-Weekly	6,192.48	6,537.77	6,902.32
Hourly	77.4060	81.7221	86.2790
A-63	164,553.66	173,729.17	183,416.31
Monthly	13,712.80	14,477.43	15,284.69

BB CAPT 80

Bi-Weekly	6,328.99	6,681.89	7,054.47
Hourly	79.1123	83.5236	88.1809
A-64	168,102.85	177,476.27	187,372.34
Monthly	14,008.57	14,789.69	15,614.36
Bi-Weekly	6,465.49	6,826.01	7,206.63
Hourly	80.8187	85.3251	90.0829
A-65	171,652.05	181,223.37	191,328.38
Monthly	14,304.34	15,101.95	15,944.03
Bi-Weekly	6,602.00	6,970.13	7,358.78
Hourly	82.5250	87.1266	91.9848
A-66	175,201.25	184,970.47	195,284.42
Monthly	14,600.10	15,414.21	16,273.70
Bi-Weekly	6,738.51	7,114.25	7,510.94
Hourly	84.2314	88.9281	93.8867

AA Capt 112

Desc X	Step 1	Step 2	Step 3
AA9 - Fire Safety Capt 112 - July 1, 2013			
A-53	124,050.07	130,967.10	138,269.83
Monthly	10,337.51	10,913.93	11,522.49
Bi-Weekly	4,771.16	5,037.20	5,318.07
Hourly	42.5996	44.9750	47.4828
A-54	127,461.45	134,568.70	142,072.25
Monthly	10,621.79	11,214.06	11,839.35
Bi-Weekly	4,902.36	5,175.72	5,464.32
Hourly	43.7711	46.2118	48.7885
A-55	130,872.82	138,170.29	145,874.67
Monthly	10,906.07	11,514.19	12,156.22
Bi-Weekly	5,033.57	5,314.24	5,610.56
Hourly	44.9426	47.4486	50.0943
A-56	134,284.20	141,771.89	149,677.09
Monthly	11,190.35	11,814.32	12,473.09
Bi-Weekly	5,164.78	5,452.76	5,756.81
Hourly	46.1141	48.6854	51.4001
A-57	137,695.58	145,373.48	153,479.51
Monthly	11,474.63	12,114.46	12,789.96
Bi-Weekly	5,295.98	5,591.29	5,903.06
Hourly	47.2856	49.9222	52.7059
A-58	141,106.95	148,975.08	157,281.93
Monthly	11,758.91	12,414.59	13,106.83
Bi-Weekly	5,427.19	5,729.81	6,049.30
Hourly	48.4571	51.1590	54.0117
A-59	144,518.33	152,576.67	161,084.35
Monthly	12,043.19	12,714.72	13,423.70
Bi-Weekly	5,558.40	5,868.33	6,195.55
Hourly	49.6285	52.3958	55.3174
A-60	147,929.71	156,178.27	164,886.77
Monthly	12,327.48	13,014.86	13,740.56
Bi-Weekly	5,689.60	6,006.86	6,341.80
Hourly	50.8000	53.6326	56.6232
A-61	151,341.08	159,779.86	168,689.19
Monthly	12,611.76	13,314.99	14,057.43
Bi-Weekly	5,820.81	6,145.38	6,488.05
Hourly	51.9715	54.8695	57.9290
A-62	154,752.46	163,381.46	172,491.61
Monthly	12,896.04	13,615.12	14,374.30
Bi-Weekly	5,952.02	6,283.90	6,634.29
Hourly	53.1430	56.1063	59.2348

AA Capt 112

A-63	158,163.84	166,983.05	176,294.03
Monthly	13,180.32	13,915.25	14,691.17
Bi-Weekly	6,083.22	6,422.43	6,780.54
Hourly	54.3145	57.3431	60.5405
A-64	161,575.21	170,584.65	180,096.45
Monthly	13,464.60	14,215.39	15,008.04
Bi-Weekly	6,214.43	6,560.95	6,926.79
Hourly	55.4860	58.5799	61.8463
A-65	164,986.59	174,186.24	183,898.87
Monthly	13,748.88	14,515.52	15,324.91
Bi-Weekly	6,345.64	6,699.47	7,073.03
Hourly	56.6575	59.8167	63.1521
A-66	168,397.97	177,787.84	187,701.29
Monthly	14,033.16	14,815.65	15,641.77
Bi-Weekly	6,476.84	6,837.99	7,219.28
Hourly	57.8290	61.0535	64.4579

AA Capt 112

Desc X	Step 1	Step 2	Step 3
AA9 - Fire Safety Capt 112 - July 1, 2014			
A-53	126,531.07	133,586.44	141,035.22
Monthly	10,544.26	11,132.20	11,752.94
Bi-Weekly	4,866.58	5,137.94	5,424.43
Hourly	43.4516	45.8745	48.4324
A-54	130,010.67	137,260.07	144,913.69
Monthly	10,834.22	11,438.34	12,076.14
Bi-Weekly	5,000.41	5,279.23	5,573.60
Hourly	44.6465	47.1360	49.7643
A-55	133,490.28	140,933.70	148,792.16
Monthly	11,124.19	11,744.47	12,399.35
Bi-Weekly	5,134.24	5,420.53	5,722.78
Hourly	45.8414	48.3976	51.0962
A-56	136,969.88	144,607.32	152,670.63
Monthly	11,414.16	12,050.61	12,722.55
Bi-Weekly	5,268.07	5,561.82	5,871.95
Hourly	47.0364	49.6591	52.4281
A-57	140,449.49	148,280.95	156,549.10
Monthly	11,704.12	12,356.75	13,045.76
Bi-Weekly	5,401.90	5,703.11	6,021.12
Hourly	48.2313	50.9207	53.7600
A-58	143,929.09	151,954.58	160,427.57
Monthly	11,994.09	12,662.88	13,368.96
Bi-Weekly	5,535.73	5,844.41	6,170.29
Hourly	49.4262	52.1822	55.0919
A-59	147,408.70	155,628.21	164,306.03
Monthly	12,284.06	12,969.02	13,692.17
Bi-Weekly	5,669.57	5,985.70	6,319.46
Hourly	50.6211	53.4438	56.4238
A-60	150,888.30	159,301.83	168,184.50
Monthly	12,574.03	13,275.15	14,015.38
Bi-Weekly	5,803.40	6,126.99	6,468.63
Hourly	51.8160	54.7053	57.7557
A-61	154,367.91	162,975.46	172,062.97
Monthly	12,863.99	13,581.29	14,338.58
Bi-Weekly	5,937.23	6,268.29	6,617.81
Hourly	53.0110	55.9668	59.0876
A-62	157,847.51	166,649.09	175,941.44
Monthly	13,153.96	13,887.42	14,661.79
Bi-Weekly	6,071.06	6,409.58	6,766.98
Hourly	54.2059	57.2284	60.4195

A-63	161,327.11	170,322.71	179,819.91
Monthly	13,443.93	14,193.56	14,984.99
Bi-Weekly	6,204.89	6,550.87	6,916.15
Hourly	55.4008	58.4899	61.7513
A-64	164,806.72	173,996.34	183,698.38
Monthly	13,733.89	14,499.70	15,308.20
Bi-Weekly	6,338.72	6,692.17	7,065.32
Hourly	56.5957	59.7515	63.0832
A-65	168,286.32	177,669.97	187,576.85
Monthly	14,023.86	14,805.83	15,631.40
Bi-Weekly	6,472.55	6,833.46	7,214.49
Hourly	57.7906	61.0130	64.4151
A-66	171,765.93	181,343.60	191,455.31
Monthly	14,313.83	15,111.97	15,954.61
Bi-Weekly	6,606.38	6,974.75	7,363.67
Hourly	58.9856	62.2746	65.7470

AA Capt 112

Desc X	Step 1	Step 2	Step 3
AA9 - Fire Safety Capt 112 - July 1, 2015			
A-53	129,061.69	136,258.17	143,855.93
Monthly	10,755.14	11,354.85	11,987.99
Bi-Weekly	4,963.91	5,240.70	5,532.92
Hourly	44.3206	46.7920	49.4011
A-54	132,610.89	140,005.27	147,811.96
Monthly	11,050.91	11,667.11	12,317.66
Bi-Weekly	5,100.42	5,384.82	5,685.08
Hourly	45.5395	48.0787	50.7596
A-55	136,160.08	143,752.37	151,768.00
Monthly	11,346.67	11,979.36	12,647.33
Bi-Weekly	5,236.93	5,528.94	5,837.23
Hourly	46.7583	49.3655	52.1181
A-56	139,709.28	147,499.47	155,724.04
Monthly	11,642.44	12,291.62	12,977.00
Bi-Weekly	5,373.43	5,673.06	5,989.39
Hourly	47.9771	50.6523	53.4767
A-57	143,258.48	151,246.57	159,680.08
Monthly	11,938.21	12,603.88	13,306.67
Bi-Weekly	5,509.94	5,817.18	6,141.54
Hourly	49.1959	51.9391	54.8352
A-58	146,807.67	154,993.67	163,636.12
Monthly	12,233.97	12,916.14	13,636.34
Bi-Weekly	5,646.45	5,961.29	6,293.70
Hourly	50.4147	53.2258	56.1937
A-59	150,356.87	158,740.77	167,592.15
Monthly	12,529.74	13,228.40	13,966.01
Bi-Weekly	5,782.96	6,105.41	6,445.85
Hourly	51.6335	54.5126	57.5523
A-60	153,906.07	162,487.87	171,548.19
Monthly	12,825.51	13,540.66	14,295.68
Bi-Weekly	5,919.46	6,249.53	6,598.01
Hourly	52.8524	55.7994	58.9108
A-61	157,455.26	166,234.97	175,504.23
Monthly	13,121.27	13,852.91	14,625.35
Bi-Weekly	6,055.97	6,393.65	6,750.16
Hourly	54.0712	57.0862	60.2693
A-62	161,004.46	169,982.07	179,460.27
Monthly	13,417.04	14,165.17	14,955.02
Bi-Weekly	6,192.48	6,537.77	6,902.32
Hourly	55.2900	58.3730	61.6278

AA Capt 112

A-63	164,553.66	173,729.17	183,416.31
Monthly	13,712.80	14,477.43	15,284.69
Bi-Weekly	6,328.99	6,681.89	7,054.47
Hourly	56.5088	59.6597	62.9864
A-64	168,102.85	177,476.27	187,372.34
Monthly	14,008.57	14,789.69	15,614.36
Bi-Weekly	6,465.49	6,826.01	7,206.63
Hourly	57.7276	60.9465	64.3449
A-65	171,652.05	181,223.37	191,328.38
Monthly	14,304.34	15,101.95	15,944.03
Bi-Weekly	6,602.00	6,970.13	7,358.78
Hourly	58.9464	62.2333	65.7034
A-66	175,201.25	184,970.47	195,284.42
Monthly	14,600.10	15,414.21	16,273.70
Bi-Weekly	6,738.51	7,114.25	7,510.94
Hourly	60.1653	63.5201	67.0620

II Fire Management 80

Desc X	Step 1	Step 2	Step 3	Step 4	Step 5
II9 - Fire Safety Mgmt 80 - July 1, 2013					
I-55	130,991.47	138,295.55	146,006.91	154,148.25	162,743.56
Monthly	10,915.96	11,524.63	12,167.24	12,845.69	13,561.96
Bi-Weekly	5,038.13	5,319.06	5,615.65	5,928.78	6,259.37
Hourly	62.9767	66.4882	70.1956	74.1097	78.2421
I-56	134,593.73	142,098.68	150,022.10	158,387.33	167,219.01
Monthly	11,216.14	11,841.56	12,501.84	13,198.94	13,934.92
Bi-Weekly	5,176.68	5,465.33	5,770.08	6,091.82	6,431.50
Hourly	64.7085	68.3167	72.1260	76.1478	80.3938
I-57	138,196.00	145,901.81	154,037.29	162,626.41	171,694.46
Monthly	11,516.33	12,158.48	12,836.44	13,552.20	14,307.87
Bi-Weekly	5,315.23	5,611.61	5,924.51	6,254.86	6,603.63
Hourly	66.4404	70.1451	74.0564	78.1858	82.5454
I-58	141,798.26	149,704.93	158,052.48	166,865.49	176,169.91
Monthly	11,816.52	12,475.41	13,171.04	13,905.46	14,680.83
Bi-Weekly	5,453.78	5,757.88	6,078.94	6,417.90	6,775.77
Hourly	68.1722	71.9735	75.9868	80.2238	84.6971
I-59	145,400.53	153,508.06	162,067.67	171,104.56	180,645.35
Monthly	12,116.71	12,792.34	13,505.64	14,258.71	15,053.78
Bi-Weekly	5,592.33	5,904.16	6,233.37	6,580.94	6,947.90
Hourly	69.9041	73.8020	77.9171	82.2618	86.8487
I-60	165,393.10	174,615.42	184,351.97	194,631.44	205,484.09
Monthly	13,782.76	14,551.28	15,362.66	16,219.29	17,123.67
Bi-Weekly	6,361.27	6,715.98	7,090.46	7,485.82	7,903.23
Hourly	79.5159	83.9497	88.6308	93.5728	98.7904
I-61	152,605.06	161,114.32	170,098.05	179,582.72	189,596.25
Monthly	12,717.09	13,426.19	14,174.84	14,965.23	15,799.69
Bi-Weekly	5,869.43	6,196.70	6,542.23	6,907.03	7,292.16
Hourly	73.3678	77.4588	81.7779	86.3378	91.1520
I-62	156,207.32	164,917.44	174,113.24	183,821.79	194,071.70
Monthly	13,017.28	13,743.12	14,509.44	15,318.48	16,172.64
Bi-Weekly	6,007.97	6,342.98	6,696.66	7,070.07	7,464.30
Hourly	75.0997	79.2872	83.7083	88.3759	93.3037
I-63	159,809.59	168,720.57	178,128.43	188,060.87	198,547.15
Monthly	13,317.47	14,060.05	14,844.04	15,671.74	16,545.60
Bi-Weekly	6,146.52	6,489.25	6,851.09	7,233.11	7,636.43
Hourly	76.8315	81.1157	85.6387	90.4139	95.4554
I-64	163,411.85	172,523.70	182,143.62	192,299.95	203,022.59
Monthly	13,617.65	14,376.97	15,178.63	16,025.00	16,918.55
Bi-Weekly	6,285.07	6,635.53	7,005.52	7,396.15	7,808.56
Hourly	78.5634	82.9441	87.5690	92.4519	97.6070
I-65	167,014.12	176,326.83	186,158.81	196,539.03	207,498.04

II Fire Management 80

Monthly	13,917.84	14,693.90	15,513.23	16,378.25	17,291.50
Bi-Weekly	6,423.62	6,781.80	7,159.95	7,559.19	7,980.69
Hourly	80.2952	84.7725	89.4994	94.4899	99.7587
I-66	170,616.38	180,129.95	190,174.00	200,778.10	211,973.49
Monthly	14,218.03	15,010.83	15,847.83	16,731.51	17,664.46
Bi-Weekly	6,562.17	6,928.08	7,314.38	7,722.23	8,152.83
Hourly	82.0271	86.6009	91.4298	96.5279	101.9103
I-66	174,218.65	183,933.08	194,189.19	205,017.18	216,448.94
Monthly	14,518.22	15,327.76	16,182.43	17,084.76	18,037.41
Bi-Weekly	6,700.72	7,074.35	7,468.81	7,885.28	8,324.96
Hourly	83.7590	88.4294	93.3602	98.5660	104.0620
I-66	177,820.91	187,736.21	198,204.38	209,256.26	220,924.38
Monthly	14,818.41	15,644.68	16,517.03	17,438.02	18,410.37
Bi-Weekly	6,839.27	7,220.62	7,623.25	8,048.32	8,497.09
Hourly	85.4908	90.2578	95.2906	100.6040	106.2136

II Fire Management 80

Desc X	Step 1	Step 2	Step 3	Step 4	Step 5
II9 - Fire Safety Mgmt 80 - July 1, 2014					
I-55	133,611.29	141,061.46	148,927.05	157,231.22	165,998.43
Monthly	11,134.27	11,755.12	12,410.59	13,102.60	13,833.20
Bi-Weekly	5,138.90	5,425.44	5,727.96	6,047.35	6,384.56
Hourly	64.2362	67.8180	71.5995	75.5919	79.8069
I-56	137,285.61	144,940.65	153,022.54	161,555.08	170,563.39
Monthly	11,440.47	12,078.39	12,751.88	13,462.92	14,213.62
Bi-Weekly	5,280.22	5,574.64	5,885.48	6,213.66	6,560.13
Hourly	66.0027	69.6830	73.5685	77.6707	82.0016
I-57	140,959.92	148,819.84	157,118.04	165,878.94	175,128.35
Monthly	11,746.66	12,401.65	13,093.17	13,823.24	14,594.03
Bi-Weekly	5,421.54	5,723.84	6,043.00	6,379.96	6,735.71
Hourly	67.7692	71.5480	75.5375	79.7495	84.1963
I-58	144,634.23	152,699.03	161,213.53	170,202.80	179,693.30
Monthly	12,052.85	12,724.92	13,434.46	14,183.57	14,974.44
Bi-Weekly	5,562.85	5,873.04	6,200.52	6,546.26	6,911.28
Hourly	69.5357	73.4130	77.5065	81.8283	86.3910
I-59	148,308.54	156,578.22	165,309.02	174,526.65	184,258.26
Monthly	12,359.04	13,048.19	13,775.75	14,543.89	15,354.86
Bi-Weekly	5,704.17	6,022.24	6,358.04	6,712.56	7,086.86
Hourly	71.3022	75.2780	79.4755	83.9070	88.5857
I-60	168,700.96	178,107.73	188,039.01	198,524.07	209,593.77
Monthly	14,058.41	14,842.31	15,669.92	16,543.67	17,466.15
Bi-Weekly	6,488.50	6,850.30	7,232.27	7,635.54	8,061.30
Hourly	81.1062	85.6287	90.4034	95.4443	100.7662
I-61	155,657.16	164,336.60	173,500.01	183,174.37	193,388.17
Monthly	12,971.43	13,694.72	14,458.33	15,264.53	16,115.68
Bi-Weekly	5,986.81	6,320.64	6,673.08	7,045.17	7,438.01
Hourly	74.8352	79.0080	83.4135	88.0646	92.9751
I-62	159,331.47	168,215.79	177,595.50	187,498.23	197,953.13
Monthly	13,277.62	14,017.98	14,799.63	15,624.85	16,496.09
Bi-Weekly	6,128.13	6,469.84	6,830.60	7,211.47	7,613.58
Hourly	76.6017	80.8730	85.3825	90.1434	95.1698
I-63	163,005.78	172,094.98	181,691.00	191,822.09	202,518.09
Monthly	13,583.81	14,341.25	15,140.92	15,985.17	16,876.51
Bi-Weekly	6,269.45	6,619.04	6,988.12	7,377.77	7,789.16
Hourly	78.3682	82.7380	87.3514	92.2222	97.3645
I-64	166,680.09	175,974.17	185,786.49	196,145.95	207,083.05
Monthly	13,890.01	14,664.51	15,482.21	16,345.50	17,256.92
Bi-Weekly	6,410.77	6,768.24	7,145.63	7,544.07	7,964.73
Hourly	80.1347	84.6030	89.3204	94.3009	99.5592
I-65	170,354.40	179,853.36	189,881.99	200,469.81	211,648.00

II Fire Management 80

Monthly	14,196.20	14,987.78	15,823.50	16,705.82	17,637.33
Bi-Weekly	6,552.09	6,917.44	7,303.15	7,710.38	8,140.31
Hourly	81.9012	86.4680	91.2894	96.3797	101.7538
I-66	174,028.71	183,732.55	193,977.48	204,793.66	216,212.96
Monthly	14,502.39	15,311.05	16,164.79	17,066.14	18,017.75
Bi-Weekly	6,693.41	7,066.64	7,460.67	7,876.68	8,315.88
Hourly	83.6676	88.3330	93.2584	98.4585	103.9485
I-66	177,703.02	187,611.74	198,072.97	209,117.52	220,777.92
Monthly	14,808.59	15,634.31	16,506.08	17,426.46	18,398.16
Bi-Weekly	6,834.73	7,215.84	7,618.19	8,042.98	8,491.46
Hourly	85.4341	90.1980	95.2274	100.5373	106.1432
I-66	181,377.33	191,490.93	202,168.47	213,441.38	225,342.87
Monthly	15,114.78	15,957.58	16,847.37	17,786.78	18,778.57
Bi-Weekly	6,976.05	7,365.04	7,775.71	8,209.28	8,667.03
Hourly	87.2006	92.0629	97.1964	102.6160	108.3379

II Fire Management 80

Desc X	Step 1	Step 2	Step 3	Step 4	Step 5
II9 - Fire Safety Mgmt 80 - July 1, 2015					
I-55	136,283.52	143,882.69	151,905.59	160,375.84	169,318.40
Monthly	11,356.96	11,990.22	12,658.80	13,364.65	14,109.87
Bi-Weekly	5,241.67	5,533.95	5,842.52	6,168.30	6,512.25
Hourly	65.5209	69.1744	73.0315	77.1038	81.4031
I-56	140,031.32	147,839.46	156,082.99	164,786.18	173,974.66
Monthly	11,669.28	12,319.96	13,006.92	13,732.18	14,497.89
Bi-Weekly	5,385.82	5,686.13	6,003.19	6,337.93	6,691.33
Hourly	67.3227	71.0767	75.0399	79.2241	83.6417
I-57	143,779.11	151,796.24	160,260.40	169,196.52	178,630.91
Monthly	11,981.59	12,649.69	13,355.03	14,099.71	14,885.91
Bi-Weekly	5,529.97	5,838.32	6,163.86	6,507.56	6,870.42
Hourly	69.1246	72.9790	77.0483	81.3445	85.8802
I-58	147,526.91	155,753.01	164,437.80	173,606.85	183,287.17
Monthly	12,293.91	12,979.42	13,703.15	14,467.24	15,273.93
Bi-Weekly	5,674.11	5,990.50	6,324.53	6,677.19	7,049.51
Hourly	70.9264	74.8813	79.0566	83.4648	88.1188
I-59	151,274.71	159,709.79	168,615.20	178,017.19	187,943.43
Monthly	12,606.23	13,309.15	14,051.27	14,834.77	15,661.95
Bi-Weekly	5,818.26	6,142.68	6,485.20	6,846.81	7,228.59
Hourly	72.7282	76.7836	81.0650	85.5852	90.3574
I-60	172,074.98	181,669.88	191,799.79	202,494.55	213,785.65
Monthly	14,339.58	15,139.16	15,983.32	16,874.55	17,815.47
Bi-Weekly	6,618.27	6,987.30	7,376.92	7,788.25	8,222.52
Hourly	82.7284	87.3413	92.2114	97.3531	102.7816
I-61	158,770.30	167,623.33	176,970.01	186,837.86	197,255.94
Monthly	13,230.86	13,968.61	14,747.50	15,569.82	16,437.99
Bi-Weekly	6,106.55	6,447.05	6,806.54	7,186.07	7,586.77
Hourly	76.3319	80.5881	85.0817	89.8259	94.8346
I-62	162,518.10	171,580.11	181,147.41	191,248.19	201,912.19
Monthly	13,543.17	14,298.34	15,095.62	15,937.35	16,826.02
Bi-Weekly	6,250.70	6,599.23	6,967.21	7,355.70	7,765.85
Hourly	78.1337	82.4904	87.0901	91.9462	97.0732
I-63	166,265.90	175,536.88	185,324.82	195,658.53	206,568.45
Monthly	13,855.49	14,628.07	15,443.73	16,304.88	17,214.04
Bi-Weekly	6,394.84	6,751.42	7,127.88	7,525.33	7,944.94
Hourly	79.9355	84.3927	89.0985	94.0666	99.3118
I-64	170,013.69	179,493.66	189,502.22	200,068.87	211,224.71
Monthly	14,167.81	14,957.80	15,791.85	16,672.41	17,602.06
Bi-Weekly	6,538.99	6,903.60	7,288.55	7,694.96	8,124.03
Hourly	81.7374	86.2950	91.1068	96.1870	101.5503
I-65	173,761.49	183,450.43	193,679.63	204,479.20	215,880.96

II Fire Management 80

Monthly	14,480.12	15,287.54	16,139.97	17,039.93	17,990.08
Bi-Weekly	6,683.13	7,055.79	7,449.22	7,864.58	8,303.11
Hourly	83.5392	88.1973	93.1152	98.3073	103.7889
I-66	177,509.29	187,407.20	197,857.03	208,889.54	220,537.22
Monthly	14,792.44	15,617.27	16,488.09	17,407.46	18,378.10
Bi-Weekly	6,827.28	7,207.97	7,609.89	8,034.21	8,482.20
Hourly	85.3410	90.0996	95.1236	100.4277	106.0275
I-66	181,257.08	191,363.98	202,034.43	213,299.87	225,193.47
Monthly	15,104.76	15,947.00	16,836.20	17,774.99	18,766.12
Bi-Weekly	6,971.43	7,360.15	7,770.56	8,203.84	8,661.29
Hourly	87.1428	92.0019	97.1319	102.5480	108.2661
I-66	185,004.88	195,320.75	206,211.84	217,710.21	229,849.73
Monthly	15,417.07	16,276.73	17,184.32	18,142.52	19,154.14
Bi-Weekly	7,115.57	7,512.34	7,931.22	8,373.47	8,840.37
Hourly	88.9447	93.9042	99.1403	104.6684	110.5047

KK Fire Management 112

Desc X	Step 1	Step 2	Step 3	Step 4	Step 5
KK9 - Fire Safety Mgmt 112 - July 1, 2013					
K-55	130,991.47	138,295.55	146,006.91	154,148.25	162,743.56
Monthly	10,915.96	11,524.63	12,167.24	12,845.69	13,561.96
BK-Weekly	5,038.13	5,319.06	5,615.65	5,928.78	6,259.37
Hourly	44.9833	47.4916	50.1397	52.9355	55.8872
K-56	134,593.73	142,098.68	150,022.10	158,387.33	167,219.01
Monthly	11,216.14	11,841.56	12,501.84	13,198.94	13,934.92
BK-Weekly	5,176.68	5,465.33	5,770.08	6,091.82	6,431.50
Hourly	46.2204	48.7976	51.5186	54.3913	57.4241
K-57	138,196.00	145,901.81	154,037.29	162,626.41	171,694.46
Monthly	11,516.33	12,158.48	12,836.44	13,552.20	14,307.87
BK-Weekly	5,315.23	5,611.61	5,924.51	6,254.86	6,603.63
Hourly	47.4574	50.1036	52.8974	55.8470	58.9610
K-58	141,798.26	149,704.93	158,052.48	166,865.49	176,169.91
Monthly	11,816.52	12,475.41	13,171.04	13,905.46	14,680.83
BK-Weekly	5,453.78	5,757.88	6,078.94	6,417.90	6,775.77
Hourly	48.6945	51.4097	54.2763	57.3027	60.4979
K-59	145,400.53	153,508.06	162,067.67	171,104.56	180,645.35
Monthly	12,116.71	12,792.34	13,505.64	14,258.71	15,053.78
BK-Weekly	5,592.33	5,904.16	6,233.37	6,580.94	6,947.90
Hourly	49.9315	52.7157	55.6551	58.7584	62.0348
K-60	149,002.79	157,311.19	166,082.86	175,343.64	185,120.80
Monthly	12,416.90	13,109.27	13,840.24	14,611.97	15,426.73
BK-Weekly	5,730.88	6,050.43	6,387.80	6,743.99	7,120.03
Hourly	51.1685	54.0217	57.0339	60.2142	63.5717
K-61	152,605.06	161,114.32	170,098.05	179,582.72	189,596.25
Monthly	12,717.09	13,426.19	14,174.84	14,965.23	15,799.69
BK-Weekly	5,869.43	6,196.70	6,542.23	6,907.03	7,292.16
Hourly	52.4056	55.3277	58.4128	61.6699	65.1086
K-62	156,207.32	164,917.44	174,113.24	183,821.79	194,071.70
Monthly	13,017.28	13,743.12	14,509.44	15,318.48	16,172.64
BK-Weekly	6,007.97	6,342.98	6,696.66	7,070.07	7,464.30
Hourly	53.6426	56.6337	59.7916	63.1256	66.6455
K-63	159,809.59	168,720.57	178,128.43	188,060.87	198,547.15
Monthly	13,317.47	14,060.05	14,844.04	15,671.74	16,545.60
BK-Weekly	6,146.52	6,489.25	6,851.09	7,233.11	7,636.43
Hourly	54.8797	57.9398	61.1705	64.5813	68.1824
K-64	163,411.85	172,523.70	182,143.62	192,299.95	203,022.59
Monthly	13,617.65	14,376.97	15,178.63	16,025.00	16,918.55
BK-Weekly	6,285.07	6,635.53	7,005.52	7,396.15	7,808.56
Hourly	56.1167	59.2458	62.5493	66.0371	69.7193
K-65	167,014.12	176,326.83	186,158.81	196,539.03	207,498.04

KK Fire Management 112

Monthly	13,917.84	14,693.90	15,513.23	16,378.25	17,291.50
BK-Weekly	6,423.62	6,781.80	7,159.95	7,559.19	7,980.69
Hourly	57.3537	60.5518	63.9282	67.4928	71.2562
K-66	170,616.38	180,129.95	190,174.00	200,778.10	211,973.49
Monthly	14,218.03	15,010.83	15,847.83	16,731.51	17,664.46
BK-Weekly	6,562.17	6,928.08	7,314.38	7,722.23	8,152.83
Hourly	58.5908	61.8578	65.3070	68.9485	72.7931
K-66	174,218.65	183,933.08	194,189.19	205,017.18	216,448.94
Monthly	14,518.22	15,327.76	16,182.43	17,084.76	18,037.41
BK-Weekly	6,700.72	7,074.35	7,468.81	7,885.28	8,324.96
Hourly	59.8278	63.1638	66.6858	70.4043	74.3300
K-66	177,820.91	187,601.06	187,601.06	198,061.70	209,105.62
Monthly	14,818.41	15,633.42	15,633.42	16,505.14	17,425.47
BK-Weekly	6,839.27	7,215.43	7,215.43	7,617.76	8,042.52
Hourly	61.0649	64.4234	64.4234	68.0157	71.8082

KK Fire Management 112

Desc X	Step 1	Step 2	Step 3	Step 4	Step 5
KK9 - Fire Safety Mgmt 112 - July 1, 2014					
K-55	133,611.29	141,061.46	148,927.05	157,231.22	165,998.43
Monthly	11,134.27	11,755.12	12,410.59	13,102.60	13,833.20
BK-Weekly	5,138.90	5,425.44	5,727.96	6,047.35	6,384.56
Hourly	45.8830	48.4414	51.1425	53.9942	57.0050
K-56	137,285.61	144,940.65	153,022.54	161,555.08	170,563.39
Monthly	11,440.47	12,078.39	12,751.88	13,462.92	14,213.62
BK-Weekly	5,280.22	5,574.64	5,885.48	6,213.66	6,560.13
Hourly	47.1448	49.7736	52.5489	55.4791	58.5726
K-57	140,959.92	148,819.84	157,118.04	165,878.94	175,128.35
Monthly	11,746.66	12,401.65	13,093.17	13,823.24	14,594.03
BK-Weekly	5,421.54	5,723.84	6,043.00	6,379.96	6,735.71
Hourly	48.4066	51.1057	53.9554	56.9639	60.1402
K-58	144,634.23	152,699.03	161,213.53	170,202.80	179,693.30
Monthly	12,052.85	12,724.92	13,434.46	14,183.57	14,974.44
BK-Weekly	5,562.85	5,873.04	6,200.52	6,546.26	6,911.28
Hourly	49.6683	52.4379	55.3618	58.4488	61.7079
K-59	148,308.54	156,578.22	165,309.02	174,526.65	184,258.26
Monthly	12,359.04	13,048.19	13,775.75	14,543.89	15,354.86
BK-Weekly	5,704.17	6,022.24	6,358.04	6,712.56	7,086.86
Hourly	50.9301	53.7700	56.7682	59.9336	63.2755
K-60	151,982.85	160,457.41	169,404.52	178,850.51	188,823.22
Monthly	12,665.24	13,371.45	14,117.04	14,904.21	15,735.27
BK-Weekly	5,845.49	6,171.44	6,515.56	6,878.87	7,262.43
Hourly	52.1919	55.1021	58.1746	61.4184	64.8431
K-61	155,657.16	164,336.60	173,500.01	183,174.37	193,388.17
Monthly	12,971.43	13,694.72	14,458.33	15,264.53	16,115.68
BK-Weekly	5,986.81	6,320.64	6,673.08	7,045.17	7,438.01
Hourly	53.4537	56.4343	59.5810	62.9033	66.4108
K-62	159,331.47	168,215.79	177,595.50	187,498.23	197,953.13
Monthly	13,277.62	14,017.98	14,799.63	15,624.85	16,496.09
BK-Weekly	6,128.13	6,469.84	6,830.60	7,211.47	7,613.58
Hourly	54.7155	57.7664	60.9875	64.3881	67.9784
K-63	163,005.78	172,094.98	181,691.00	191,822.09	202,518.09
Monthly	13,583.81	14,341.25	15,140.92	15,985.17	16,876.51
BK-Weekly	6,269.45	6,619.04	6,988.12	7,377.77	7,789.16
Hourly	55.9773	59.0986	62.3939	65.8730	69.5460
K-64	166,680.09	175,974.17	185,786.49	196,145.95	207,083.05
Monthly	13,890.01	14,664.51	15,482.21	16,345.50	17,256.92
BK-Weekly	6,410.77	6,768.24	7,145.63	7,544.07	7,964.73
Hourly	57.2390	60.4307	63.8003	67.3578	71.1137
K-65	170,354.40	179,853.36	189,881.99	200,469.81	211,648.00

KK Fire Management 112

Monthly	14,196.20	14,987.78	15,823.50	16,705.82	17,637.33
BK-Weekly	6,552.09	6,917.44	7,303.15	7,710.38	8,140.31
Hourly	58.5008	61.7628	65.2067	68.8427	72.6813
K-66	174,028.71	183,732.55	193,977.48	204,793.66	216,212.96
Monthly	14,502.39	15,311.05	16,164.79	17,066.14	18,017.75
BK-Weekly	6,693.41	7,066.64	7,460.67	7,876.68	8,315.88
Hourly	59.7626	63.0950	66.6131	70.3275	74.2490
K-66	177,703.02	187,611.74	198,072.97	209,117.52	220,777.92
Monthly	14,808.59	15,634.31	16,506.08	17,426.46	18,398.16
BK-Weekly	6,834.73	7,215.84	7,618.19	8,042.98	8,491.46
Hourly	61.0244	64.4271	68.0196	71.8123	75.8166
K-66	181,377.33	191,353.09	191,353.09	202,022.93	213,287.73
Monthly	15,114.78	15,946.09	15,946.09	16,835.24	17,773.98
BK-Weekly	6,976.05	7,359.73	7,359.73	7,770.11	8,203.37
Hourly	62.2862	65.7119	65.7119	69.3760	73.2444

KK9 - Fire Safety Mgmt 112 - July 1, 2015					
K-55	136,283.52	143,882.69	151,905.59	160,375.84	169,318.40
Monthly	11,356.96	11,990.22	12,658.80	13,364.65	14,109.87
BK-Weekly	5,241.67	5,533.95	5,842.52	6,168.30	6,512.25
Hourly	46.8007	49.4103	52.1654	55.0741	58.1451
K-56	140,031.32	147,839.46	156,082.99	164,786.18	173,974.66
Monthly	11,669.28	12,319.96	13,006.92	13,732.18	14,497.89
BK-Weekly	5,385.82	5,686.13	6,003.19	6,337.93	6,691.33
Hourly	48.0877	50.7690	53.5999	56.5887	59.7440
K-57	143,779.11	151,796.24	160,260.40	169,196.52	178,630.91
Monthly	11,981.59	12,649.69	13,355.03	14,099.71	14,885.91
BK-Weekly	5,529.97	5,838.32	6,163.86	6,507.56	6,870.42
Hourly	49.3747	52.1278	55.0345	58.1032	61.3430
K-58	147,526.91	155,753.01	164,437.80	173,606.85	183,287.17
Monthly	12,293.91	12,979.42	13,703.15	14,467.24	15,273.93
BK-Weekly	5,674.11	5,990.50	6,324.53	6,677.19	7,049.51
Hourly	50.6617	53.4866	56.4690	59.6177	62.9420
K-59	151,274.71	159,709.79	168,615.20	178,017.19	187,943.43
Monthly	12,606.23	13,309.15	14,051.27	14,834.77	15,661.95
BK-Weekly	5,818.26	6,142.68	6,485.20	6,846.81	7,228.59
Hourly	51.9487	54.8454	57.9036	61.1323	64.5410
K-60	155,022.51	163,666.56	172,792.61	182,427.52	192,599.68
Monthly	12,918.54	13,638.88	14,399.38	15,202.29	16,049.97
BK-Weekly	5,962.40	6,294.87	6,645.87	7,016.44	7,407.68
Hourly	53.2358	56.2042	59.3381	62.6468	66.1400
K-61	158,770.30	167,623.33	176,970.01	186,837.86	197,255.94
Monthly	13,230.86	13,968.61	14,747.50	15,569.82	16,437.99
BK-Weekly	6,106.55	6,447.05	6,806.54	7,186.07	7,586.77
Hourly	54.5228	57.5630	60.7727	64.1614	67.7390
K-62	162,518.10	171,580.11	181,147.41	191,248.19	201,912.19
Monthly	13,543.17	14,298.34	15,095.62	15,937.35	16,826.02
BK-Weekly	6,250.70	6,599.23	6,967.21	7,355.70	7,765.85
Hourly	55.8098	58.9217	62.2072	65.6759	69.3380
K-63	166,265.90	175,536.88	185,324.82	195,658.53	206,568.45
Monthly	13,855.49	14,628.07	15,443.73	16,304.88	17,214.04
BK-Weekly	6,394.84	6,751.42	7,127.88	7,525.33	7,944.94
Hourly	57.0968	60.2805	63.6418	67.1904	70.9370
K-64	170,013.69	179,493.66	189,502.22	200,068.87	211,224.71
Monthly	14,167.81	14,957.80	15,791.85	16,672.41	17,602.06
BK-Weekly	6,538.99	6,903.60	7,288.55	7,694.96	8,124.03
Hourly	58.3838	61.6393	65.0763	68.7050	72.5360
K-65	173,761.49	183,450.43	193,679.63	204,479.20	215,880.96
Monthly	14,480.12	15,287.54	16,139.97	17,039.93	17,990.08

KK Fire Management 112

BK-Weekly	6,683.13	7,055.79	7,449.22	7,864.58	8,303.11
Hourly	59.6708	62.9981	66.5109	70.2195	74.1349
K-66	177,509.29	187,407.20	197,857.03	208,889.54	220,537.22
Monthly	14,792.44	15,617.27	16,488.09	17,407.46	18,378.10
BK-Weekly	6,827.28	7,207.97	7,609.89	8,034.21	8,482.20
Hourly	60.9579	64.3569	67.9454	71.7340	75.7339
K-66	181,257.08	191,363.98	202,034.43	213,299.87	225,193.47
Monthly	15,104.76	15,947.00	16,836.20	17,774.99	18,766.12
BK-Weekly	6,971.43	7,360.15	7,770.56	8,203.84	8,661.29
Hourly	62.2449	65.7157	69.3800	73.2486	77.3329
K-66	185,004.88	195,180.15	195,180.15	206,063.39	217,553.49
Monthly	15,417.07	16,265.01	16,265.01	17,171.95	18,129.46
BK-Weekly	7,115.57	7,506.93	7,506.93	7,925.52	8,367.44
Hourly	63.5319	67.0261	67.0261	70.7635	74.7093