

**DRAFT**  
**MEMORANDUM OF AGREEMENT**  
**between**  
**CITY OF WORCESTER**  
**and**  
**LOCAL 1009, I.A.F.F.**  
**[FY 2011 – FY 2013]**

This Memorandum of Agreement is entered into by and between Local 1009 International Association of Firefighters, AFL-CIO (hereinafter "Union") and the City of Worcester, Massachusetts (hereinafter "City") pursuant to General Laws Chapter 150E as a successor agreement to the current Union-City collective bargaining agreement. Unless otherwise specifically noted in this Memorandum of Agreement, all terms and provisions of the current collective bargaining agreement are incorporated into and are made a part of this Memorandum of Agreement so that, upon bargaining unit ratification of Memorandum of Agreement and upon signing of this Memorandum of Agreement by the authorized representatives of Union and of the City, the incorporated provisions of prior collective bargaining agreements and the substantive terms and provisions of this Memorandum of Agreement, as set forth below, shall constitute the collective bargaining agreement between the Union and the City for the fiscal period FY 2011 – FY 2013. Upon bargaining unit ratification of and joint execution of the Memorandum of Agreement, the Union and the City agree to prepare and execute a fully integrated collective bargaining agreement so that the resulting agreement sets forth all the terms of the parties' negotiated agreements. This Agreement shall be considered off-the-record until ratified by the Union's membership with the Union's bargaining team sponsoring and supporting such ratification. After such ratification, the City Manager will expeditiously submit an appropriation order to the City Council for the economic items and will sponsor and support such submission. Failing such ratification, the Agreement shall be deemed void and both parties will be free to return to their last on-the-record bargaining positions.

1. Duration. This Agreement covers the three year period from July 1, 2010 through June 30, 2013. Economic items will be effective on the date or dates specified. Language items shall be effective upon Local 1009 ratification. The provisions of this contract Duration article shall be retained with appropriate changes as to dates.

2. Wages. Wages shall be increased by 2% effective July 1, 2012.

3. Health Insurance.

a. Plan Design. The parties agree to replace the existing health insurance plans and plan designs with those reflected in the attached schedule, and implement new health insurance plans<sup>1</sup> and plan designs developed by the City (as outlined on the attached open enrollment summary)<sup>2</sup> to be purchased for the FY 2012 plan year pursuant to MGL 32B, section 3.

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<sup>1</sup> Members must fill out enrollment paperwork to enroll in one of the new plans. For members who do not fill out enrollment forms, the City will determine the appropriate replacement plan.

<sup>2</sup> A fourth plan (as outlined on the separately attached plan summary) will be available for L1009 members to enroll in a family health plan when an eligible member of their family permanently lives out of the coverage area of the three primary plans offered by the City (out of New England).

b. Premium Incentive. A premium incentive will be available to members in FY 2012 whereby the member will not have payroll deductions, as follows: the premium incentive on the City Direct plan will be for 8 weekly pay periods and the premium incentive on the City Advantage Plan will be for 4 weekly pay periods.

c. The parties agree that the savings generated from the adoption of the health plans under this provision shall be utilized to fund the cost items of this agreement.

4. Stipends and Allowances. In consideration of the Union's agreement to City proposals reflected in this memorandum, the Clothing Allowance Stipend, the enhanced Confined Space Stipend, and the enhanced Defibrillation Stipend shall be eliminated and in consideration of the continuing regulations and requirements, shall be added as enhanced to the annual base salaries effective July 1, 2011 as set forth per Attachment A.

5. Sick Leave Conversion. Notwithstanding any prior agreements regarding Sick Leave conversion at Retirement, provided however a L1009 member who has accumulated in excess of one hundred (100) sick days may buy back up to thirty-seven (37) such days in excess of the 100 day threshold, such days to be converted to administrative leave and paid in a lump sum upon retirement at a rate of 7.57 hours per day to a maximum buyback of 280 hours (vs. the current rate of 6 hours per day to a maximum buyback of 222 hours).

6. Scheduling of Vacation Leave. All provisions pertaining to the administration of vacation leave shall remain the same except the following:

Effective beginning with the 2012 calendar year vacation period, employees with more than 5 but less than 10 years of full time service who are eligible for 3 weeks vacation shall be eligible to take the 3<sup>rd</sup> week in single tours equal to 2 day tours and 2 night tours provided they give notice of intention to take the 3<sup>rd</sup> week vacation as single tours by the end of September in the year immediately preceding the vacation year in which such tour are to be taken. Notice as to the scheduling of a single tour is to be given at least fourteen (14) days in advance. Single tours may not be used during the summer vacation period and the month of December.

7. Out Of Grade Compensation. Effective upon City Council funding of this Agreement, the current method of calculating out of grade compensation under Article 22, Section 1 (10.5 hours per tour) shall be amended, in part, as follows:

Payment for hours worked in an out of grade capacity shall be for hours worked not to exceed 42 hours per week, as long as the agreed upon minimum fill in period of one full tour has been met. The 42 hour limitation applies to regularly scheduled hours; accordingly, the practice in effect at the signing of the agreement, when an employee is called back for emergency overtime and works in an out of grade capacity, shall continue, i.e. to pay the overtime at the rate of the higher rank.

8. Company Details.

a. Delete Article 21, Posting of Vacancies and Levy of Company Personnel, subsection 'Company Detail', and replace with the following:

Company Detail

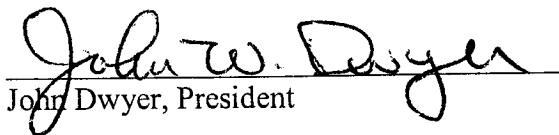
Wherever possible, as determined by the Chief, a firefighter or lieutenant with over twenty-five years service as a uniform member of the department will not be subject to a detail to fill temporarily a slot in another company until all other junior firefighters or lieutenants, as selected by the Chief, in the levied company, with less than 25 years of service have been levied. All officers remain subject to detail, provided however, except in the case of an emergency, that a captain who is a commanding officer shall not be assigned to another company as a work shift officer where there is on duty lieutenants for such assignments regardless of the lieutenant's years of service.

b. The parties agree to streamline the method used to process travel reimbursement for employees who are detailed temporarily to fill a slot in another company and who utilize their personal motor vehicle under their previous agreement, under IRS regulations, to provide for an improved/simplified method of reimbursement.

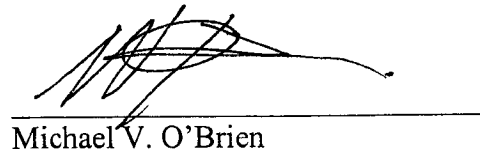
9. Hazardous Material Stipend. The Hazardous Material Stipend, under the current methodology, shall be increased from 1.6% to 2.6% effective January 1, 2013.

Dated this 12<sup>th</sup> day of May, 2011.

LOCAL 1009, INTERNATIONAL  
ASSOCIATION OF FIREFIGHTERS, AFL-CIO,  
By its President

  
John Dwyer, President

CITY OF WORCESTER,  
By its City Manager

  
Michael V. O'Brien

# The City of Worcester Health Insurance Plan Choices - Effective July 1, 2011

| Benefits                                                             | New FY '12 BCBS Plan                                                                                                                                           | NEW for FY '12!<br>The City of Worcester Advantage Plans |                                                         |                        |
|----------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|---------------------------------------------------------|------------------------|
|                                                                      |                                                                                                                                                                | Direct                                                   | Tier 1*                                                 | Tier 2*                |
| Plan name                                                            | Network Blue N.E. Options Plan<br>(with Three Tiers*)                                                                                                          |                                                          |                                                         |                        |
| Deductible                                                           | \$250/\$750 (T2/T3)                                                                                                                                            | \$200/\$600                                              | \$250/\$750                                             |                        |
| Routine Physical Exams                                               | \$0                                                                                                                                                            | \$0                                                      | \$0                                                     |                        |
| PCP office visit                                                     | T1: \$15 T2: \$25 T3: \$35                                                                                                                                     | \$15                                                     | \$15                                                    | \$20                   |
| Specialist visit                                                     | \$35                                                                                                                                                           | \$25                                                     | \$25                                                    | \$30                   |
| Emergency room                                                       | \$100                                                                                                                                                          | \$100                                                    | \$100                                                   |                        |
| Inpatient hospital                                                   | T1: \$150 T2: \$200 T3: \$500<br>after deductible                                                                                                              | \$200 after deductible                                   | \$250 after deductible                                  | \$500 after deductible |
| Same day surgery                                                     | T1: \$150 T2: \$200 T3: \$500<br>after deductible                                                                                                              | \$100 after deductible                                   | \$150 after deductible                                  | \$300 after deductible |
| Diagnostic services<br>(Lab, X-ray, etc.)                            | T1 \$0<br>T2/T3 \$0 after deductible                                                                                                                           | \$0 after deductible                                     | \$0 after deductible                                    |                        |
| Imaging services<br>(MRIs, PET, CAT and Nuclear<br>Cardiology scans) | T1: \$50 hospital or non-hospital<br>T2: \$50 after deductible hospital or \$50<br>non-hospital<br>T3: \$450 hospital after deductible or \$50<br>non-hospital | \$50 non-hospital or \$100<br>hospital after deductible  | \$50 non-hospital or \$100<br>hospital after deductible |                        |
| Rx                                                                   | \$10/\$25/\$45                                                                                                                                                 | \$10/\$25/\$45                                           | \$10/\$25/\$45                                          |                        |

**ATTACHMENT A**

# SALARY SCHEDULE 4A - FIREFIGHTERS (UNION)

EFFECTIVE 7/1/2011

## FIREFIGHTER - PAY GRADE 90

| PG 90/STEP                               | STEP 1<br>MINIMUM | STEP 1A   | STEP 2    | STEP 3    | STEP 4    | STEP 5    | STEP 6<br>MAXIMUM |
|------------------------------------------|-------------------|-----------|-----------|-----------|-----------|-----------|-------------------|
| NO DEGREE/ NO LONGEVITY                  |                   |           |           |           |           |           |                   |
| HOURLY                                   | 20.28             | 23.64     | 26.99     | 28.57     | 29.40     | 30.23     | 31.62             |
| WEEKLY                                   | 851.76            | 992.88    | 1,133.58  | 1,199.94  | 1,234.80  | 1,269.66  | 1,328.04          |
| ANNUAL                                   | 44,443.62         | 51,807.06 | 59,148.58 | 62,611.15 | 64,430.10 | 66,249.04 | 69,295.23         |
| ASSOCIATE'S DEGREE (2.61%)/ NO LONGEVITY |                   |           |           |           |           |           |                   |
| HOURLY                                   | 21.09             | 24.45     | 27.81     | 29.38     | 30.21     | 31.04     | 32.43             |
| WEEKLY                                   | 885.78            | 1,026.90  | 1,168.02  | 1,233.96  | 1,268.82  | 1,303.68  | 1,362.06          |
| ANNUAL                                   | 46,218.73         | 53,582.17 | 60,945.61 | 64,386.27 | 66,205.21 | 68,024.16 | 71,070.34         |
| BACHELOR'S DEGREE (3.37%)/ NO LONGEVITY  |                   |           |           |           |           |           |                   |
| HOURLY                                   | 21.33             | 24.69     | 28.04     | 29.62     | 30.45     | 31.28     | 32.67             |
| WEEKLY                                   | 895.86            | 1,036.98  | 1,177.68  | 1,244.04  | 1,278.90  | 1,313.76  | 1,372.14          |
| ANNUAL                                   | 46,744.69         | 54,108.13 | 61,449.66 | 64,912.23 | 66,731.17 | 68,550.12 | 71,596.30         |
| MASTER'S DEGREE (3.99%)/ NO LONGEVITY    |                   |           |           |           |           |           |                   |
| HOURLY                                   | 21.52             | 24.88     | 28.24     | 29.81     | 30.64     | 31.47     | 32.86             |
| WEEKLY                                   | 903.84            | 1,044.96  | 1,186.08  | 1,252.02  | 1,286.88  | 1,321.74  | 1,380.12          |
| ANNUAL                                   | 47,161.08         | 54,524.52 | 61,887.96 | 65,328.61 | 67,147.56 | 68,966.50 | 72,012.69         |

**SALARY SCHEDULE 4A - FIREFIGHTERS (UNION)**  
**FIREFIGHTER - PAY GRADE 90/6 (MAXIMUM)** **EFFECTIVE 7/1/2011**

| PG 90/6                                       | 5 - 10 YRS<br>1.96% | 10 - 15 YRS<br>2.72% | 15 - 20 YRS<br>2.81% | 20 - 25 YRS<br>2.88% | 25 - 30 YRS<br>3.43% | 30+ YRS<br>3.68% |
|-----------------------------------------------|---------------------|----------------------|----------------------|----------------------|----------------------|------------------|
| <b>NO DEGREE/ LONGEVITY ONLY</b>              |                     |                      |                      |                      |                      |                  |
| HOURLY                                        | 32.23               | 32.46                | 32.49                | 32.51                | 32.68                | 32.76            |
| WEEKLY                                        | 1,353.66            | 1,363.32             | 1,364.58             | 1,365.42             | 1,372.56             | 1,375.92         |
| ANNUAL                                        | 70,632.04           | 71,136.09            | 71,201.83            | 71,245.66            | 71,618.22            | 71,793.54        |
| <b>ASSOCIATE'S DEGREE (2.61%) + LONGEVITY</b> |                     |                      |                      |                      |                      |                  |
| HOURLY                                        | 33.04               | 33.28                | 33.30                | 33.33                | 33.50                | 33.57            |
| WEEKLY                                        | 1,387.68            | 1,397.76             | 1,398.60             | 1,399.86             | 1,407.00             | 1,409.94         |
| ANNUAL                                        | 72,407.16           | 72,933.12            | 72,976.95            | 73,042.69            | 73,415.25            | 73,568.65        |
| <b>BACHELOR'S DEGREE (3.37%) + LONGEVITY</b>  |                     |                      |                      |                      |                      |                  |
| HOURLY                                        | 33.28               | 33.51                | 33.54                | 33.56                | 33.73                | 33.81            |
| WEEKLY                                        | 1,397.76            | 1,407.42             | 1,408.68             | 1,409.52             | 1,416.66             | 1,420.02         |
| ANNUAL                                        | 72,933.12           | 73,437.16            | 73,502.91            | 73,546.74            | 73,919.29            | 74,094.61        |
| <b>MASTER'S DEGREE (3.99%) + LONGEVITY</b>    |                     |                      |                      |                      |                      |                  |
| HOURLY                                        | 33.47               | 33.70                | 33.73                | 33.75                | 33.93                | 34.00            |
| WEEKLY                                        | 1,405.74            | 1,415.40             | 1,416.66             | 1,417.50             | 1,425.06             | 1,428.00         |
| ANNUAL                                        | 73,349.50           | 73,853.55            | 73,919.29            | 73,963.12            | 74,357.59            | 74,511.00        |

**NOTE:**

Weekly Salary = Hourly rate x 42  
Annual Salary = Weekly x 52.17857

**SALARY SCHEDULE 4A - FIREFIGHTERS (UNION)**

LIEUTENANT - PAY GR 91/3 (MINIMUM)

EFFECTIVE 7/1/2011

| P.G. 91/3                             | 5 - 10 YRS<br>1.96% | 10 - 15 YRS<br>2.72% | 15 - 20 YRS<br>2.81% | 20 - 25 YRS<br>2.88% | 25 - 30 YRS<br>3.43% | 30+ YRS<br>3.68% |
|---------------------------------------|---------------------|----------------------|----------------------|----------------------|----------------------|------------------|
| NO DEGREE/ LONGEVITY ONLY             |                     |                      |                      |                      |                      |                  |
| HOURLY                                | 34.39               | 34.63                | 34.65                | 34.68                | 34.85                | 34.93            |
| WEEKLY                                | 1,444.38            | 1,454.46             | 1,455.30             | 1,456.56             | 1,463.70             | 1,467.06         |
| ANNUAL                                | 75,365.68           | 75,891.64            | 75,935.47            | 76,001.22            | 76,373.77            | 76,549.09        |
| ASSOCIATES DEGREE (2.61%) + LONGEVITY |                     |                      |                      |                      |                      |                  |
| HOURLY                                | 35.20               | 35.44                | 35.47                | 35.49                | 35.66                | 35.74            |
| WEEKLY                                | 1,478.40            | 1,488.48             | 1,489.74             | 1,490.58             | 1,497.72             | 1,501.08         |
| ANNUAL                                | 77,140.80           | 77,666.76            | 77,732.50            | 77,776.33            | 78,148.89            | 78,324.21        |
| BACHELORS DEGREE (3.37%) + LONGEVITY  |                     |                      |                      |                      |                      |                  |
| HOURLY                                | 35.44               | 35.68                | 35.70                | 35.73                | 35.90                | 35.97            |
| WEEKLY                                | 1,488.48            | 1,498.56             | 1,499.40             | 1,500.66             | 1,507.80             | 1,510.74         |
| ANNUAL                                | 77,666.76           | 78,192.72            | 78,236.55            | 78,302.29            | 78,674.85            | 78,828.25        |
| MASTER'S DEGREE (3.99%) + LONGEVITY   |                     |                      |                      |                      |                      |                  |
| HOURLY                                | 35.63               | 35.87                | 35.90                | 35.92                | 36.09                | 36.17            |
| WEEKLY                                | 1,496.46            | 1,506.54             | 1,507.80             | 1,508.64             | 1,515.78             | 1,519.14         |
| ANNUAL                                | 78,083.14           | 78,609.10            | 78,674.85            | 78,718.68            | 79,091.23            | 79,266.55        |
| OUT OF GRADE                          |                     |                      |                      |                      |                      |                  |
| NO ED/NO LONG                         | 33.78               | 34.59                | 34.83                | 35.02                |                      |                  |
| ASSOC/NO LONG                         |                     |                      |                      |                      |                      |                  |
| BAC./NO LONG                          |                     |                      |                      |                      |                      |                  |
| MASTER/NO LONG                        |                     |                      |                      |                      |                      |                  |
| HOURLY                                | 1,418.76            | 1,452.78             | 1,462.86             | 1,470.84             |                      |                  |
| WEEKLY                                |                     |                      |                      |                      |                      |                  |
| ANNUAL                                | 74,028.87           | 75,803.98            | 76,329.94            | 76,746.33            |                      |                  |

## LIEUTENANT - PAY GR 91/4

EFFECTIVE 7/1/2011

| P.G. 91/4                              | 5 - 10 YRS<br>1.96% | 10 - 15 YRS<br>2.72% | 15 - 20 YRS<br>2.81% | 20 - 25 YRS<br>2.88% | 25 - 30 YRS<br>3.43% | 30+ YRS<br>3.68% |
|----------------------------------------|---------------------|----------------------|----------------------|----------------------|----------------------|------------------|
| NO DEGREE/ LONGEVITY ONLY              |                     |                      |                      |                      |                      |                  |
| HOURLY                                 | 35.22               | 35.46                | 35.49                | 35.51                | 35.68                | 35.76            |
| WEEKLY                                 | 1,479.24            | 1,489.32             | 1,490.58             | 1,491.42             | 1,498.56             | 1,501.92         |
| ANNUAL                                 | 77,184.63           | 77,710.59            | 77,776.33            | 77,820.16            | 78,192.72            | 78,368.04        |
| ASSOCIATE'S DEGREE (2.61%) + LONGEVITY |                     |                      |                      |                      |                      |                  |
| HOURLY                                 | 36.03               | 36.27                | 36.30                | 36.32                | 36.49                | 36.57            |
| WEEKLY                                 | 1,513.26            | 1,523.34             | 1,524.60             | 1,525.44             | 1,532.58             | 1,535.94         |
| ANNUAL                                 | 78,959.74           | 79,485.70            | 79,551.45            | 79,595.28            | 79,967.83            | 80,143.15        |
| BACHELOR'S DEGREE (3.37%) + LONGEVITY  |                     |                      |                      |                      |                      |                  |
| HOURLY                                 | 36.27               | 36.51                | 36.53                | 36.56                | 36.73                | 36.81            |
| WEEKLY                                 | 1,523.34            | 1,533.42             | 1,534.26             | 1,535.52             | 1,542.66             | 1,546.02         |
| ANNUAL                                 | 79,485.70           | 80,011.66            | 80,055.49            | 80,121.24            | 80,493.79            | 80,669.11        |
| MASTER'S DEGREE (3.99%) + LONGEVITY    |                     |                      |                      |                      |                      |                  |
| HOURLY                                 | 36.46               | 36.70                | 36.73                | 36.75                | 36.92                | 37.00            |
| WEEKLY                                 | 1,531.32            | 1,541.40             | 1,542.66             | 1,543.50             | 1,550.64             | 1,554.00         |
| ANNUAL                                 | 79,902.09           | 80,428.05            | 80,493.79            | 80,537.62            | 80,910.18            | 81,085.50        |

**LIEUTENANT - PAY GR 91/5 (MAXIMUM)**

**EFFECTIVE 7/1/2011**

| <b>P.G. 91/5</b>                             | <b>5 - 10 YRS</b> | <b>10 - 15 YRS</b> | <b>15 - 20 YRS</b> | <b>20 - 25 YRS</b> | <b>25 - 30 YRS</b> | <b>30+ YRS</b> |
|----------------------------------------------|-------------------|--------------------|--------------------|--------------------|--------------------|----------------|
|                                              | 1.96%             | 2.72%              | 2.81%              | 2.88%              | 3.43%              | 3.68%          |
| <b>NO DEGREE/ LONGEVITY ONLY</b>             |                   |                    |                    |                    |                    |                |
| <b>HOURLY</b>                                | 36.35             | 36.58              | 36.61              | 36.63              | 36.80              | 36.88          |
| <b>WEEKLY</b>                                | 1,526.70          | 1,536.36           | 1,537.62           | 1,538.46           | 1,545.60           | 1,548.96       |
| <b>ANNUAL</b>                                | 79,661.02         | 80,165.07          | 80,230.81          | 80,274.64          | 80,647.20          | 80,822.52      |
| <b>ASSOCIATES DEGREE (2.61%) + LONGEVITY</b> |                   |                    |                    |                    |                    |                |
| <b>HOURLY</b>                                | 37.16             | 37.40              | 37.42              | 37.44              | 37.62              | 37.69          |
| <b>WEEKLY</b>                                | 1,560.72          | 1,570.80           | 1,571.64           | 1,572.48           | 1,580.04           | 1,582.98       |
| <b>ANNUAL</b>                                | 81,436.14         | 81,962.10          | 82,005.93          | 82,049.76          | 82,444.23          | 82,597.63      |
| <b>BACHELOR'S DEGREE (3.37%) + LONGEVITY</b> |                   |                    |                    |                    |                    |                |
| <b>HOURLY</b>                                | 37.40             | 37.63              | 37.66              | 37.68              | 37.85              | 37.93          |
| <b>WEEKLY</b>                                | 1,570.80          | 1,580.46           | 1,581.72           | 1,582.56           | 1,589.70           | 1,593.06       |
| <b>ANNUAL</b>                                | 81,962.10         | 82,466.14          | 82,531.89          | 82,575.72          | 82,948.27          | 83,123.59      |
| <b>MASTER'S DEGREE (3.99%) + LONGEVITY</b>   |                   |                    |                    |                    |                    |                |
| <b>HOURLY</b>                                | 37.59             | 37.82              | 37.85              | 37.87              | 38.05              | 38.12          |
| <b>WEEKLY</b>                                | 1,578.78          | 1,588.44           | 1,589.70           | 1,590.54           | 1,598.10           | 1,601.04       |
| <b>ANNUAL</b>                                | 82,378.48         | 82,882.53          | 82,948.27          | 82,992.10          | 83,386.57          | 83,539.98      |

## CAPTAIN - PAY GR 92/3 (MINIMUM)

EFFECTIVE 7/1/2011

| P.G. 92/3                              | 5 - 10 YRS<br>1.96% | 10 - 15 YRS<br>2.72% | 15 - 20 YRS<br>2.81% | 20 - 25 YRS<br>2.88% | 25 - 30 YRS<br>3.43% | 30+ YRS<br>3.68% |
|----------------------------------------|---------------------|----------------------|----------------------|----------------------|----------------------|------------------|
| NO DEGREE/ LONGEVITY ONLY              |                     |                      |                      |                      |                      |                  |
| HOURLY                                 | 38.04               | 38.28                | 38.31                | 38.33                | 38.50                | 38.58            |
| WEEKLY                                 | 1,597.68            | 1,607.76             | 1,609.02             | 1,609.86             | 1,617.00             | 1,620.36         |
| ANNUAL                                 | 83,364.66           | 83,890.62            | 83,956.36            | 84,000.19            | 84,372.75            | 84,548.07        |
| ASSOCIATE'S DEGREE (2.61%) + LONGEVITY |                     |                      |                      |                      |                      |                  |
| HOURLY                                 | 38.85               | 39.09                | 39.12                | 39.14                | 39.31                | 39.39            |
| WEEKLY                                 | 1,631.70            | 1,641.78             | 1,643.04             | 1,643.88             | 1,651.02             | 1,654.38         |
| ANNUAL                                 | 85,139.77           | 85,665.73            | 85,731.48            | 85,775.31            | 86,147.86            | 86,323.18        |
| BACHELOR'S DEGREE (3.37%) + LONGEVITY  |                     |                      |                      |                      |                      |                  |
| HOURLY                                 | 39.09               | 39.33                | 39.36                | 39.38                | 39.55                | 39.63            |
| WEEKLY                                 | 1,641.78            | 1,651.86             | 1,653.12             | 1,653.96             | 1,661.10             | 1,664.46         |
| ANNUAL                                 | 85,665.73           | 86,191.69            | 86,257.44            | 86,301.27            | 86,673.82            | 86,849.14        |
| MASTER'S DEGREE (3.99%) + LONGEVITY    |                     |                      |                      |                      |                      |                  |
| HOURLY                                 | 39.28               | 39.52                | 39.55                | 39.57                | 39.74                | 39.82            |
| WEEKLY                                 | 1,649.76            | 1,659.84             | 1,661.10             | 1,661.94             | 1,669.08             | 1,672.44         |
| ANNUAL                                 | 86,082.12           | 86,608.08            | 86,673.82            | 86,717.65            | 87,090.21            | 87,265.53        |

## CAPTAIN - PAY GR 92/4

EFFECTIVE 7/1/2011

| P.G. 92/4                              | 5 - 10 YRS | 10 - 15 YRS | 15 - 20 YRS | 20 - 25 YRS | 25 - 30 YRS | 30+ YRS   |
|----------------------------------------|------------|-------------|-------------|-------------|-------------|-----------|
|                                        | 1.96%      | 2.72%       | 2.81%       | 2.88%       | 3.43%       | 3.68%     |
| NO DEGREE/ LONGEVITY ONLY              |            |             |             |             |             |           |
| HOURLY                                 | 38.84      | 39.08       | 39.10       | 39.13       | 39.30       | 39.37     |
| WEEKLY                                 | 1,631.28   | 1,641.36    | 1,642.20    | 1,643.46    | 1,650.60    | 1,653.54  |
| ANNUAL                                 | 85,117.86  | 85,643.82   | 85,687.65   | 85,753.39   | 86,125.95   | 86,279.35 |
| ASSOCIATE'S DEGREE (2.61%) + LONGEVITY |            |             |             |             |             |           |
| HOURLY                                 | 39.65      | 39.89       | 39.92       | 39.94       | 40.11       | 40.19     |
| WEEKLY                                 | 1,665.30   | 1,675.38    | 1,676.64    | 1,677.48    | 1,684.62    | 1,687.98  |
| ANNUAL                                 | 86,892.97  | 87,418.93   | 87,484.68   | 87,528.51   | 87,901.06   | 88,076.38 |
| BACHELOR'S DEGREE (3.37%) + LONGEVITY  |            |             |             |             |             |           |
| HOURLY                                 | 39.89      | 40.12       | 40.15       | 40.17       | 40.35       | 40.42     |
| WEEKLY                                 | 1,675.38   | 1,685.04    | 1,686.30    | 1,687.14    | 1,694.70    | 1,697.64  |
| ANNUAL                                 | 87,418.93  | 87,922.98   | 87,988.72   | 88,032.55   | 88,427.02   | 88,580.43 |
| MASTER'S DEGREE (3.99%) + LONGEVITY    |            |             |             |             |             |           |
| HOURLY                                 | 40.08      | 40.32       | 40.35       | 40.37       | 40.54       | 40.62     |
| WEEKLY                                 | 1,683.36   | 1,693.44    | 1,694.70    | 1,695.54    | 1,702.68    | 1,706.04  |
| ANNUAL                                 | 87,835.32  | 88,361.28   | 88,427.02   | 88,470.85   | 88,843.41   | 89,018.73 |

## CAPTAIN - PAY GR 92/5 (MAXIMUM)

EFFECTIVE 7/1/2011

| P.G. 92/5                              | 5 - 10 YRS | 10 - 15 YRS | 15 - 20 YRS | 20 - 25 YRS | 25 - 30 YRS | 30+ YRS   |
|----------------------------------------|------------|-------------|-------------|-------------|-------------|-----------|
|                                        | 1.96%      | 2.72%       | 2.81%       | 2.88%       | 3.43%       | 3.68%     |
| NO DEGREE/ LONGEVITY ONLY              |            |             |             |             |             |           |
| HOURLY                                 | 40.09      | 40.32       | 40.35       | 40.37       | 40.54       | 40.62     |
| WEEKLY                                 | 1,683.78   | 1,693.44    | 1,694.70    | 1,695.54    | 1,702.68    | 1,706.04  |
| ANNUAL                                 | 87,857.23  | 88,361.28   | 88,427.02   | 88,470.85   | 88,843.41   | 89,018.73 |
| ASSOCIATE'S DEGREE (2.61%) + LONGEVITY |            |             |             |             |             |           |
| HOURLY                                 | 40.90      | 41.13       | 41.16       | 41.18       | 41.35       | 41.43     |
| WEEKLY                                 | 1,717.80   | 1,727.46    | 1,728.72    | 1,729.56    | 1,736.70    | 1,740.06  |
| ANNUAL                                 | 89,632.35  | 90,136.39   | 90,202.14   | 90,245.97   | 90,618.52   | 90,793.84 |
| BACHELOR'S DEGREE (3.37%) + LONGEVITY  |            |             |             |             |             |           |
| HOURLY                                 | 41.13      | 41.37       | 41.40       | 41.42       | 41.59       | 41.67     |
| WEEKLY                                 | 1,727.46   | 1,737.54    | 1,738.80    | 1,739.64    | 1,746.78    | 1,750.14  |
| ANNUAL                                 | 90,136.39  | 90,662.35   | 90,728.10   | 90,771.93   | 91,144.48   | 91,319.80 |
| MASTER'S DEGREE (3.99%) + LONGEVITY    |            |             |             |             |             |           |
| HOURLY                                 | 41.33      | 41.56       | 41.59       | 41.61       | 41.78       | 41.86     |
| WEEKLY                                 | 1,735.86   | 1,745.52    | 1,746.78    | 1,747.62    | 1,754.76    | 1,758.12  |
| ANNUAL                                 | 90,574.69  | 91,078.74   | 91,144.48   | 91,188.31   | 91,560.87   | 91,736.19 |

## DISTRICT FIRE CHIEF - PAY GR 93/3 (MINIMUM)

EFFECTIVE 7/1/2011

| P.G. 93/3                              | 5 - 10 YRS<br>1.96% | 10 - 15 YRS<br>2.72% | 15 - 20 YRS<br>2.81% | 20 - 25 YRS<br>2.88% | 25 - 30 YRS<br>3.43% | 30+ YRS<br>3.68% |
|----------------------------------------|---------------------|----------------------|----------------------|----------------------|----------------------|------------------|
| NO DEGREE/ LONGEVITY ONLY              |                     |                      |                      |                      |                      |                  |
| HOURLY                                 | 43.09               | 43.33                | 43.35                | 43.37                | 43.55                | 43.62            |
| WEEKLY                                 | 1,809.78            | 1,819.86             | 1,820.70             | 1,821.54             | 1,829.10             | 1,832.04         |
| ANNUAL                                 | 94,431.73           | 94,957.69            | 95,001.52            | 95,045.35            | 95,439.82            | 95,593.23        |
| ASSOCIATE'S DEGREE (2.61%) + LONGEVITY |                     |                      |                      |                      |                      |                  |
| HOURLY                                 | 43.90               | 44.14                | 44.17                | 44.19                | 44.36                | 44.44            |
| WEEKLY                                 | 1,843.80            | 1,853.88             | 1,855.14             | 1,855.98             | 1,863.12             | 1,866.48         |
| ANNUAL                                 | 96,206.85           | 96,732.81            | 96,798.55            | 96,842.38            | 97,214.94            | 97,390.26        |
| BACHELOR'S DEGREE (3.37%) + LONGEVITY  |                     |                      |                      |                      |                      |                  |
| HOURLY                                 | 44.14               | 44.37                | 44.40                | 44.42                | 44.59                | 44.67            |
| WEEKLY                                 | 1,853.88            | 1,863.54             | 1,864.80             | 1,865.64             | 1,872.78             | 1,876.14         |
| ANNUAL                                 | 96,732.81           | 97,236.85            | 97,302.60            | 97,346.43            | 97,718.98            | 97,894.30        |
| MASTER'S DEGREE (3.99%) + LONGEVITY    |                     |                      |                      |                      |                      |                  |
| HOURLY                                 | 44.33               | 44.57                | 44.59                | 44.62                | 44.79                | 44.87            |
| WEEKLY                                 | 1,861.86            | 1,871.94             | 1,872.78             | 1,874.04             | 1,881.18             | 1,884.54         |
| ANNUAL                                 | 97,149.19           | 97,675.15            | 97,718.98            | 97,784.73            | 98,157.28            | 98,332.60        |

## DISTRICT FIRE CHIEF - PAY GR 93/4

EFFECTIVE 7/1/2011

| P.G. 93/4                             | 5 - 10 YRS<br>1.96% | 10 - 15 YRS<br>2.72% | 15 - 20 YRS<br>2.81% | 20 - 25 YRS<br>2.88% | 25 - 30 YRS<br>3.43% | 30+ YRS<br>3.68% |
|---------------------------------------|---------------------|----------------------|----------------------|----------------------|----------------------|------------------|
| NO DEGREE/ LONGEVITY ONLY             |                     |                      |                      |                      |                      |                  |
| HOURLY                                | 43.58               | 43.82                | 43.85                | 43.87                | 44.04                | 44.12            |
| WEEKLY                                | 1,830.36            | 1,840.44             | 1,841.70             | 1,842.54             | 1,849.68             | 1,853.04         |
| ANNUAL                                | 95,505.57           | 96,031.53            | 96,097.27            | 96,141.10            | 96,513.66            | 96,688.98        |
| ASSOCIATES DEGREE (2.61%) + LONGEVITY |                     |                      |                      |                      |                      |                  |
| HOURLY                                | 44.40               | 44.63                | 44.66                | 44.68                | 44.85                | 44.93            |
| WEEKLY                                | 1,864.80            | 1,874.46             | 1,875.72             | 1,876.56             | 1,883.70             | 1,887.06         |
| ANNUAL                                | 97,302.60           | 97,806.64            | 97,872.39            | 97,916.22            | 98,288.77            | 98,464.09        |
| BACHELOR'S DEGREE (3.37%) + LONGEVITY |                     |                      |                      |                      |                      |                  |
| HOURLY                                | 44.63               | 44.87                | 44.90                | 44.92                | 45.09                | 45.17            |
| WEEKLY                                | 1,874.46            | 1,884.54             | 1,885.80             | 1,886.64             | 1,893.78             | 1,897.14         |
| ANNUAL                                | 97,806.64           | 98,332.60            | 98,398.35            | 98,442.18            | 98,814.73            | 98,990.05        |
| MASTER'S DEGREE (3.99%) + LONGEVITY   |                     |                      |                      |                      |                      |                  |
| HOURLY                                | 44.83               | 45.06                | 45.09                | 45.11                | 45.28                | 45.36            |
| WEEKLY                                | 1,882.86            | 1,892.52             | 1,893.78             | 1,894.62             | 1,901.76             | 1,905.12         |
| ANNUAL                                | 98,244.94           | 98,748.99            | 98,814.73            | 98,858.56            | 99,231.12            | 99,406.44        |

## DISTRICT FIRE CHIEF - PAY GR 93/5 (MAXIMUM)

EFFECTIVE 7/1/2011

| P.G. 93/5                              | 5 - 10 YRS | 10 - 15 YRS | 15 - 20 YRS | 20 - 25 YRS | 25 - 30 YRS | 30+ YRS    |
|----------------------------------------|------------|-------------|-------------|-------------|-------------|------------|
|                                        | 1.96%      | 2.72%       | 2.81%       | 2.88%       | 3.43%       | 3.68%      |
| NO DEGREE/ LONGEVITY ONLY              |            |             |             |             |             |            |
| HOURLY                                 | 44.26      | 44.49       | 44.52       | 44.54       | 44.71       | 44.79      |
| WEEKLY                                 | 1,858.92   | 1,868.58    | 1,869.84    | 1,870.68    | 1,877.82    | 1,881.18   |
| ANNUAL                                 | 96,995.79  | 97,499.83   | 97,565.58   | 97,609.41   | 97,981.96   | 98,157.28  |
| ASSOCIATE'S DEGREE (2.61%) + LONGEVITY |            |             |             |             |             |            |
| HOURLY                                 | 45.07      | 45.31       | 45.33       | 45.36       | 45.53       | 45.60      |
| WEEKLY                                 | 1,892.94   | 1,903.02    | 1,903.86    | 1,905.12    | 1,912.26    | 1,915.20   |
| ANNUAL                                 | 98,770.90  | 99,296.86   | 99,340.69   | 99,406.44   | 99,778.99   | 99,932.40  |
| BACHELOR'S DEGREE (3.37%) + LONGEVITY  |            |             |             |             |             |            |
| HOURLY                                 | 45.31      | 45.54       | 45.57       | 45.59       | 45.76       | 45.84      |
| WEEKLY                                 | 1,903.02   | 1,912.68    | 1,913.94    | 1,914.78    | 1,921.92    | 1,925.28   |
| ANNUAL                                 | 99,296.86  | 99,800.91   | 99,866.65   | 99,910.48   | 100,283.04  | 100,458.36 |
| MASTER'S DEGREE (3.99%) + LONGEVITY    |            |             |             |             |             |            |
| HOURLY                                 | 45.50      | 45.74       | 45.76       | 45.78       | 45.96       | 46.03      |
| WEEKLY                                 | 1,911.00   | 1,921.08    | 1,921.92    | 1,922.76    | 1,930.32    | 1,933.26   |
| ANNUAL                                 | 99,713.25  | 100,239.21  | 100,283.04  | 100,326.87  | 100,721.34  | 100,874.74 |