

**ARTICLE 11**  
**WAGES**

**Section 1:** It is the intent of the Union to negotiate, in good faith, for bargaining unit members' salaries. Negotiated wages for all members of the bargaining unit shall be shown on ATTACHMENTS of this contract, as indicated.

- A. For FY 2016-2017 there will be a four percent (4%) general wage increase  
Wages shall be as shown in Appendix 1. Step increases shall continue as provided for in this agreement.
- B. For FY 2017-2018 there will be a three percent (3%) general wage increase.  
Wages shall be as shown in Appendix 2. Step increases shall continue as provided for in this agreement.
- C. For FY 2018-2019 there will be a two percent (2%) general wage increase.  
Wages shall be as shown in Appendix 3. Step increases shall continue as provided for in this agreement.

**Section 2: Step Increases**

Step increases shall be given on an employee's anniversary date of hire until the employee attains Step 12.

**Section 3: Certification Pays**

A. Employees with the following Certifications shall be compensated an additional amount as described hereafter:

State Certified Fire Inspector	\$600.00 per year
State Fire Officer 1 Certificate	\$600.00 per year
State Fire Instructor Certificate ( <u>one per employee</u> )	\$300.00 per year
National Registered EMT	\$100.00 per year
National Registered Paramedic	\$200.00 per year
State Pump Operator Certificate	\$600.00 per year
Wet Team Certification	\$600.00 per year
Physical Fitness Award	\$250.00 per year (80% to 84.9%) \$500.00 per year (>85%)

NOTE: Must attain 80% or greater on their annual fitness evaluation per SOP 306.  
Testing for certification pay will be done once a year.

**B.** All Certification pay may be prorated by quarter for the current year that an employee completes the certification. All Certification pay shall be paid on the last pay period prior to September 30 of each year.

**Section 4:** The employer will provide the employees a wellness program that is determined by the employer.

**Section 5:** The Employer shall match the Florida State Educational incentive program for an A.S. /A.A. and/or B. S. /B.A. degree as defined by the State of Florida.

**Section 6:** The Employer shall continue the current Longevity Award program as referenced in Employer's SOPs revised November 2000. This Longevity Award shall be distributed the first pay period in November.

**Section 7:** Employer agrees to participate in any applicable IRS Code Section 125 programs.

**Section 8:** The Pay period will be a two week period from 0730 Monday to 0729 on the second Monday following. Pay checks will be issued the Friday following the end of each pay period.

## Appendix 1

### 4% GWI

### 2016-2017

Step	FF/EMT		56 hrs	FF/P		56 hrs
	Annual	BiWeekly	Hourly	Annual	BiWeekly	Hourly
1	\$45,001.62	\$1,730.83	\$15.0507	\$49,502.23	\$1,903.93	\$16.5559
2	\$47,251.70	\$1,817.37	\$15.8032	\$51,977.34	\$1,999.13	\$17.3837
3	\$49,614.29	\$1,908.24	\$16.5934	\$54,576.21	\$2,099.09	\$18.2529
4	\$51,598.86	\$1,984.57	\$17.2571	\$56,759.26	\$2,183.05	\$18.9830
5	\$53,662.81	\$2,063.95	\$17.9474	\$59,029.63	\$2,270.37	\$19.7424
6	\$55,809.33	\$2,146.51	\$18.6653	\$61,390.81	\$2,361.19	\$20.5320
7	\$58,041.70	\$2,232.37	\$19.4119	\$63,846.45	\$2,455.63	\$21.3533
8	\$59,782.95	\$2,299.34	\$19.9943	\$65,761.84	\$2,529.30	\$21.9939
9	\$61,576.44	\$2,368.32	\$20.5941	\$67,734.70	\$2,605.18	\$22.6537
10	\$63,423.73	\$2,439.37	\$21.2120	\$69,766.74	\$2,683.34	\$23.3334
11	\$65,326.45	\$2,512.56	\$21.8483	\$71,859.74	\$2,763.84	\$24.0334
12	\$67,286.24	\$2,587.93	\$22.5038	\$74,015.53	\$2,846.75	\$24.7544
Step	D/EMT	BiWeekly	Hourly	D/P	BiWeekly	Hourly
1	\$49,378.03	\$1,899.15	\$16.5144	\$54,316.32	\$2,089.09	\$18.1660
2	\$51,353.15	\$1,975.12	\$17.1750	\$56,488.97	\$2,172.65	\$18.8926
3	\$53,407.27	\$2,054.13	\$17.8620	\$58,748.53	\$2,259.56	\$19.6483
4	\$55,543.56	\$2,136.29	\$18.5764	\$61,098.47	\$2,349.94	\$20.4343
5	\$57,765.31	\$2,221.74	\$19.3195	\$63,542.41	\$2,443.94	\$21.2516
6	\$60,075.92	\$2,310.61	\$20.0923	\$66,084.11	\$2,541.70	\$22.1017
7	\$62,478.96	\$2,403.04	\$20.8960	\$68,727.47	\$2,643.36	\$22.9858
8	\$64,353.32	\$2,475.13	\$21.5229	\$70,789.30	\$2,722.67	\$23.6753
9	\$66,283.92	\$2,549.38	\$22.1685	\$72,912.97	\$2,804.35	\$24.3856
10	\$68,272.44	\$2,625.86	\$22.8336	\$75,100.36	\$2,888.48	\$25.1172
11	\$70,320.61	\$2,704.64	\$23.5186	\$77,353.37	\$2,975.13	\$25.8707
12	\$72,430.23	\$2,785.78	\$24.2242	\$79,673.98	\$3,064.38	\$26.6468
Step	LT/EMT	BiWeekly	Hourly	LT/P	BiWeekly	Hourly
1	\$57,765.31	\$2,221.74	\$19.3195	\$60,555.01	\$2,329.04	\$20.2525
2	\$60,075.91	\$2,310.61	\$20.0923	\$62,977.21	\$2,422.20	\$21.0626
3	\$62,478.96	\$2,403.04	\$20.8960	\$65,496.30	\$2,519.09	\$21.9051
4	\$64,353.32	\$2,475.13	\$21.5229	\$68,116.16	\$2,619.85	\$22.7813
5	\$66,283.92	\$2,549.38	\$22.1685	\$70,159.64	\$2,698.45	\$23.4648
6	\$68,272.44	\$2,625.86	\$22.8336	\$72,264.43	\$2,779.40	\$24.1687
7	\$70,320.61	\$2,704.64	\$23.5186	\$74,432.36	\$2,862.78	\$24.8938
8	\$72,430.23	\$2,785.78	\$24.2242	\$76,665.33	\$2,948.67	\$25.6406
9	\$74,603.14	\$2,869.35	\$24.9509	\$78,965.29	\$3,037.13	\$26.4098
10	\$76,841.23	\$2,955.43	\$25.6994	\$81,334.25	\$3,128.24	\$27.2021
11	\$79,146.47	\$3,044.10	\$26.4704	\$83,774.28	\$3,222.09	\$28.0182
12	\$81,520.87	\$3,135.42	\$27.2645	\$85,449.77	\$3,286.53	\$28.5785

## Appendix 2

### 3% GWI

### 2017-2018

Step	FF/EMT		56 hrs	FF/P		56 hrs	
Step	FF/EMT		56 hrs	FF/P		56 hrs	
	Annual	BiWeekly	Hourly	Annual		BiWeekly	
						Hourly	
1	\$46,351.67	\$1,782.76	\$15.5022	\$50,987.30		1961.05	17.0526
2	\$48,669.25	\$1,871.89	\$16.2773	\$53,536.66		2059.10	17.9052
3	\$51,102.72	\$1,965.49	\$17.0912	\$56,213.50		2162.06	18.8005
4	\$53,146.83	\$2,044.11	\$17.7749	\$58,462.04		2248.54	19.5525
5	\$55,272.70	\$2,125.87	\$18.4859	\$60,800.52		2338.48	20.3346
6	\$57,483.61	\$2,210.91	\$19.2253	\$63,232.54		2432.02	21.1480
7	\$59,782.95	\$2,299.34	\$19.9943	\$65,761.84		2529.30	21.9939
8	\$61,576.44	\$2,368.32	\$20.5941	\$67,734.70		2605.18	22.6537
9	\$63,423.73	\$2,439.37	\$21.2120	\$69,766.74		2683.34	23.3334
10	\$65,326.45	\$2,512.56	\$21.8483	\$71,859.74		2763.84	24.0334
11	\$67,286.24	\$2,587.93	\$22.5038	\$74,015.53		2846.75	24.7544
12	\$69,304.83	\$2,665.57	\$23.1789	\$76,236.00		2932.15	25.4970
Step	D/EMT	BiWeekly	Hourly	D/P		BiWeekly	Hourly
1	\$50,859.37	\$1,956.13	\$17.0098	\$55,945.81		2151.76	18.7110
2	\$53,402.34	\$2,053.94	\$17.8603	\$58,743.10		2259.35	19.6465
3	\$55,538.43	\$2,136.09	\$18.5747	\$61,092.82		2349.72	20.4324
4	\$57,759.97	\$2,221.54	\$19.3177	\$63,536.54		2443.71	21.2497
5	\$60,070.36	\$2,310.40	\$20.0904	\$66,078.00		2541.46	22.0997
6	\$62,473.18	\$2,402.81	\$20.8940	\$68,721.12		2643.12	22.9837
7	\$64,972.11	\$2,498.93	\$21.7298	\$71,469.96		2748.84	23.9030
8	\$66,921.27	\$2,573.89	\$22.3817	\$73,614.06		2831.31	24.6201
9	\$68,928.91	\$2,651.11	\$23.0531	\$75,822.48		2916.25	25.3587
10	\$70,996.77	\$2,730.65	\$23.7447	\$78,097.16		3003.74	26.1195
11	\$73,126.68	\$2,812.56	\$24.4571	\$80,440.07		3093.85	26.9030
12	\$75,320.48	\$2,896.94	\$25.1908	\$82,853.27		3186.66	27.7101
Step	LT/EMT	BiWeekly	Hourly	LT/P		BiWeekly	Hourly
1	\$59,498.27	\$2,288.39	\$19.8991	\$62,931.12		2420.43	21.0472
2	\$61,878.19	\$2,379.93	\$20.6950	\$65,448.37		2517.24	21.8891
3	\$64,353.32	\$2,475.13	\$21.5229	\$68,066.30		2617.93	22.7646
4	\$66,927.46	\$2,574.13	\$22.3838	\$70,788.95		2722.65	23.6752
5	\$68,935.28	\$2,651.36	\$23.0553	\$72,912.62		2804.33	24.3855
6	\$71,003.34	\$2,730.90	\$23.7469	\$75,100.00		2888.46	25.1171
7	\$73,133.44	\$2,812.82	\$24.4593	\$77,353.00		2975.12	25.8706
8	\$75,327.44	\$2,897.21	\$25.1931	\$79,673.59		3064.37	26.6467
9	\$77,587.27	\$2,984.13	\$25.9489	\$82,063.80		3156.30	27.4461
10	\$79,914.88	\$3,073.65	\$26.7274	\$84,525.71		3250.99	28.2695
11	\$82,312.33	\$3,165.86	\$27.5292	\$87,061.49		3348.52	29.1176
12	\$84,781.70	\$3,260.83	\$28.3551	\$89,673.33		3448.97	29.9911

## Appendix 3

### 2% GWI

### 2018-2019

Step	FF/EMT		56 hrs	FF/P		56 hrs
	Annual	BiWeekly	Hourly	Annual	BiWeekly	Hourly
1	\$47,278.70	\$1,818.41	\$15.8123	\$52,007.04	\$2,000.27	\$17.3937
2	\$49,642.64	\$1,909.33	\$16.6029	\$54,607.40	\$2,100.28	\$18.2633
3	\$52,124.77	\$2,004.80	\$17.4330	\$57,337.77	\$2,205.30	\$19.1765
4	\$54,209.76	\$2,084.99	\$18.1304	\$59,631.28	\$2,293.51	\$19.9436
5	\$56,378.15	\$2,168.39	\$18.8556	\$62,016.53	\$2,385.25	\$20.7413
6	\$58,633.28	\$2,255.13	\$19.6098	\$64,497.19	\$2,480.66	\$21.5710
7	\$60,978.61	\$2,345.33	\$20.3942	\$67,077.08	\$2,579.89	\$22.4338
8	\$62,807.97	\$2,415.69	\$21.0060	\$69,089.39	\$2,657.28	\$23.1068
9	\$64,692.21	\$2,488.16	\$21.6362	\$71,162.07	\$2,737.00	\$23.8000
10	\$66,632.97	\$2,562.81	\$22.2853	\$73,296.93	\$2,819.11	\$24.5140
11	\$68,631.96	\$2,639.69	\$22.9538	\$75,495.84	\$2,903.69	\$25.2494
12	\$70,690.92	\$2,718.88	\$23.6424	\$77,760.72	\$2,990.80	\$26.0069
Step	D/EMT	BiWeekly	Hourly	D/P	BiWeekly	Hourly
1	\$51,876.55	\$1,995.25	\$17.3500	\$57,064.72	\$2,194.80	\$19.0852
2	\$54,470.38	\$2,095.01	\$18.2175	\$59,917.96	\$2,304.54	\$20.0395
3	\$57,193.90	\$2,199.77	\$19.1284	\$62,913.86	\$2,419.76	\$21.0414
4	\$59,481.66	\$2,287.76	\$19.8935	\$65,430.41	\$2,516.55	\$21.8831
5	\$61,860.92	\$2,379.27	\$20.6893	\$68,047.63	\$2,617.22	\$22.7584
6	\$64,335.36	\$2,474.44	\$21.5168	\$70,769.54	\$2,721.91	\$23.6687
7	\$66,908.77	\$2,573.41	\$22.3775	\$73,600.32	\$2,830.78	\$24.6155
8	\$68,916.04	\$2,650.62	\$23.0488	\$75,808.33	\$2,915.70	\$25.3540
9	\$70,983.52	\$2,730.14	\$23.7403	\$78,082.58	\$3,003.18	\$26.1146
10	\$73,113.02	\$2,812.04	\$24.4525	\$80,425.05	\$3,093.27	\$26.8980
11	\$75,306.42	\$2,896.40	\$25.1861	\$82,837.80	\$3,186.07	\$27.7050
12	\$77,565.61	\$2,983.29	\$25.9417	\$85,322.94	\$3,281.65	\$28.5361
Step	LT/EMT	BiWeekly	Hourly	LT/P	BiWeekly	Hourly
1	\$60,688.23	\$2,334.16	\$20.2971	\$64,760.39	\$2,490.78	\$21.6590
2	\$63,115.75	\$2,427.53	\$21.1089	\$67,350.81	\$2,590.42	\$22.5254
3	\$65,640.39	\$2,524.63	\$21.9533	\$70,044.84	\$2,694.03	\$23.4264
4	\$68,266.01	\$2,625.62	\$22.8314	\$72,846.63	\$2,801.79	\$24.3634
5	\$70,996.65	\$2,730.64	\$23.7447	\$75,760.50	\$2,913.87	\$25.3380
6	\$73,126.55	\$2,812.56	\$24.4570	\$78,033.31	\$3,001.28	\$26.0981
7	\$75,320.35	\$2,896.94	\$25.1908	\$80,374.31	\$3,091.32	\$26.8810
8	\$77,579.96	\$2,983.84	\$25.9465	\$82,785.54	\$3,184.06	\$27.6875
9	\$79,907.36	\$3,073.36	\$26.7249	\$85,269.11	\$3,279.58	\$28.5181
10	\$82,304.58	\$3,165.56	\$27.5266	\$87,827.18	\$3,377.97	\$29.3736
11	\$84,773.72	\$3,260.53	\$28.3524	\$90,462.00	\$3,479.31	\$30.2548
12	\$87,316.93	\$3,358.34	\$29.2030	\$93,175.86	\$3,583.69	\$31.1625