

**Amendment No. 1 to Council Bill No. 34-2025**

**BY: Chairperson at the request  
of the County Executive**

**Legislative Day No. 8  
Date: May 21, 2025**

**Amendment No. 1**

*(This amendment inserts payscales that are effective on July 1, 2025 and January 1, 2026 for the following groups:*

- (1) Members of the International Association of Firefighters, Local 2000; and*
- (2) Employees paid on the Fire Management (FM) Schedule.*

*This amendment also:*

- (1) Corrects a rounding error in the D Schedule effective July 1, 2025 and January 1, 2026;*
- (2) Adds a rate that was inadvertently omitted from the P Schedule;*
- (3) Corrects a rounding error in the PM Schedules, effective July 1, 2025 and January 1, 2026; and*
- (4) Corrects a date on the RLC Schedule.)*

1 On page 1, in line 26, strike “and”.

2

3 On page 1, in line 27, strike the period and substitute a semicolon.

4

5 On page 1, after line 27, insert:

6 “d. Members of the International Association of Firefighters, Local 2000; and

7 e. Fire Management.”.

8

9 In the Pay Plan, attached to the Bill as filed:

10 (1) Regarding the members of Lodge 107, on pages 5 and 6, strike in their entirety the Schedules  
11 effective January 1, 2025 and January 1, 2026 and substitute revised scales effective July 1,  
12 2025 and January 1, 2026 as included in Exhibit A to this Amendment.

13

14 (2) On page 13, in the P Schedule, effective July 1, 2025, in the row for PO, step 1, insert  
15 “\$32.46”.

16

- 1 (3) Regarding members of Police Management, on page 21 and 22, strike in their entirety the  
2 Schedules effective July 1, 1025 and January 1, 2026 and substitute the revised scales  
3 effective July 1, 2025 and January 1, 2026 as included in Exhibit B to this Amendment.  
4
- 5 (4) Regarding members of Local 2000, on pages 25 through 26, strike in its entirety, the  
6 Schedule effective January 1, 2025 and insert the scales, effective July 1, 2025 and January  
7 1, 2026 as included in Exhibit C to this Amendment.  
8
- 9 (5) Regarding Fire Management, on pages 27 through 28, strike, in its entirety, the Schedule  
10 effective January 1, 2025 and substitute the schedules effective July 1, 2025 and January 1,  
11 2026 as included in Exhibit D to this Amendment.  
12
- 13 (6) On page 36, in the note that follows the RLC Schedule, strike “2025” and substitute “2026”.

**D SCHEDULE: HOWARD COUNTY PUBLIC SAFETY DISPATCHERS ASSOCIATION (LODGE 107)**

**Effective July 1, 2025\***

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>22 Year</u>
<u>G</u>	<u>\$26.01</u>	<u>\$26.79</u>	<u>\$27.61</u>	<u>\$28.43</u>	<u>\$29.29</u>	<u>\$30.16</u>	<u>\$32.12</u>	<u>\$33.07</u>	<u>\$34.08</u>	<u>\$35.09</u>	<u>\$36.14</u>	<u>\$37.22</u>	<u>\$38.32</u>	<u>\$39.48</u>	<u>\$40.67</u>	<u>\$41.89</u>	<u>\$43.14</u>	<u>\$44.43</u>	<u>\$45.76</u>	<u>\$47.12</u>
<u>Dispatcher</u>	<u>\$54,101</u>	<u>\$55,723</u>	<u>\$57,429</u>	<u>\$59,134</u>	<u>\$60,923</u>	<u>\$62,733</u>	<u>\$66,810</u>	<u>\$68,786</u>	<u>\$70,886</u>	<u>\$72,987</u>	<u>\$75,171</u>	<u>\$77,418</u>	<u>\$79,706</u>	<u>\$82,118</u>	<u>\$84,594</u>	<u>\$87,131</u>	<u>\$89,731</u>	<u>\$92,414</u>	<u>\$95,181</u>	<u>\$98,010</u>
<u>DFC</u>						<u>\$33.49</u>	<u>\$34.49</u>	<u>\$35.50</u>	<u>\$36.57</u>	<u>\$37.67</u>	<u>\$38.81</u>	<u>\$39.97</u>	<u>\$41.16</u>	<u>\$42.40</u>	<u>\$43.66</u>	<u>\$44.98</u>	<u>\$46.33</u>	<u>\$47.74</u>	<u>\$49.16</u>	<u>\$50.63</u>
<u>Dispatcher First Class</u>						<u>\$69,659</u>	<u>\$71,739</u>	<u>\$73,840</u>	<u>\$76,066</u>	<u>\$78,354</u>	<u>\$80,725</u>	<u>\$83,138</u>	<u>\$85,613</u>	<u>\$88,192</u>	<u>\$90,813</u>	<u>\$93,558</u>	<u>\$96,366</u>	<u>\$99,299</u>	<u>\$102,253</u>	<u>\$105,310</u>
<u>H</u>	<u>\$30.94</u>	<u>\$31.90</u>	<u>\$32.86</u>	<u>\$33.82</u>	<u>\$34.84</u>	<u>\$35.89</u>	<u>\$36.97</u>	<u>\$38.07</u>	<u>\$39.22</u>	<u>\$40.39</u>	<u>\$41.61</u>	<u>\$42.88</u>	<u>\$44.17</u>	<u>\$45.48</u>	<u>\$46.84</u>	<u>\$48.25</u>	<u>\$49.70</u>	<u>\$51.19</u>	<u>\$52.73</u>	<u>\$54.31</u>
<u>Sr. Dispatcher</u>	<u>\$64,355</u>	<u>\$66,352</u>	<u>\$68,349</u>	<u>\$70,346</u>	<u>\$72,467</u>	<u>\$74,651</u>	<u>\$76,898</u>	<u>\$79,186</u>	<u>\$81,578</u>	<u>\$84,011</u>	<u>\$86,549</u>	<u>\$89,190</u>	<u>\$91,874</u>	<u>\$94,598</u>	<u>\$97,427</u>	<u>\$100,360</u>	<u>\$103,376</u>	<u>\$106,475</u>	<u>\$109,678</u>	<u>\$112,965</u>

**D SCHEDULE: HOWARD COUNTY PUBLIC SAFETY DISPATCHERS ASSOCIATION (LODGE 107)**

**Effective January 1, 2026\***

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>22 Year</u>
<u>G</u>	<u>\$26.53</u>	<u>\$27.33</u>	<u>\$28.16</u>	<u>\$29.00</u>	<u>\$29.88</u>	<u>\$30.76</u>	<u>\$32.76</u>	<u>\$33.73</u>	<u>\$34.76</u>	<u>\$35.79</u>	<u>\$36.86</u>	<u>\$37.96</u>	<u>\$39.09</u>	<u>\$40.27</u>	<u>\$41.48</u>	<u>\$42.73</u>	<u>\$44.00</u>	<u>\$45.32</u>	<u>\$46.68</u>	<u>\$48.06</u>
<u>Dispatcher</u>	<u>\$55,183</u>	<u>\$56,838</u>	<u>\$58,577</u>	<u>\$60,317</u>	<u>\$62,142</u>	<u>\$63,987</u>	<u>\$68,146</u>	<u>\$70,161</u>	<u>\$72,304</u>	<u>\$74,447</u>	<u>\$76,675</u>	<u>\$78,966</u>	<u>\$81,300</u>	<u>\$83,761</u>	<u>\$86,285</u>	<u>\$88,874</u>	<u>\$91,526</u>	<u>\$94,263</u>	<u>\$97,084</u>	<u>\$99,970</u>
<u>DFC</u>						<u>\$34.16</u>	<u>\$35.18</u>	<u>\$36.21</u>	<u>\$37.30</u>	<u>\$38.42</u>	<u>\$39.59</u>	<u>\$40.77</u>	<u>\$41.98</u>	<u>\$43.25</u>	<u>\$44.53</u>	<u>\$45.88</u>	<u>\$47.26</u>	<u>\$48.69</u>	<u>\$50.14</u>	<u>\$51.64</u>
<u>Dispatcher First Class</u>						<u>\$71,052</u>	<u>\$73,174</u>	<u>\$75,317</u>	<u>\$77,587</u>	<u>\$79,921</u>	<u>\$82,340</u>	<u>\$84,801</u>	<u>\$87,325</u>	<u>\$89,956</u>	<u>\$92,629</u>	<u>\$95,429</u>	<u>\$98,293</u>	<u>\$101,285</u>	<u>\$104,298</u>	<u>\$107,416</u>
<u>H</u>	<u>\$31.56</u>	<u>\$32.54</u>	<u>\$33.52</u>	<u>\$34.50</u>	<u>\$35.54</u>	<u>\$36.61</u>	<u>\$37.71</u>	<u>\$38.83</u>	<u>\$40.00</u>	<u>\$41.20</u>	<u>\$42.44</u>	<u>\$43.74</u>	<u>\$45.05</u>	<u>\$46.39</u>	<u>\$47.78</u>	<u>\$49.22</u>	<u>\$50.69</u>	<u>\$52.21</u>	<u>\$53.78</u>	<u>\$55.40</u>
<u>Sr. Dispatcher</u>	<u>\$65,642</u>	<u>\$67,679</u>	<u>\$69,716</u>	<u>\$71,753</u>	<u>\$73,917</u>	<u>\$76,144</u>	<u>\$78,436</u>	<u>\$80,769</u>	<u>\$83,209</u>	<u>\$85,691</u>	<u>\$88,280</u>	<u>\$90,974</u>	<u>\$93,711</u>	<u>\$96,490</u>	<u>\$99,376</u>	<u>\$102,367</u>	<u>\$105,444</u>	<u>\$108,605</u>	<u>\$111,872</u>	<u>\$115,224</u>

\* The pay plan will be implemented at the beginning of the pay period in which January 1, 2026 falls.

**Exhibit B**

**PM SCHEDULE: POLICE MANAGEMENT**  
**Effective July 1, 2025\***

<u>Steps</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>L1</u>	<u>L2</u>	<u>L3</u>	<u>L4</u>	<u>L5</u>	<u>L6</u>
	<u>72 mos.</u>	<u>84 mos.</u>	<u>96 mos.</u>	<u>108 mos.</u>	<u>120 mos.</u>	<u>132 mos.</u>	<u>144 mos.</u>	<u>156 mos.</u>	<u>168 mos.</u>	<u>180 mos.</u>	<u>Yr 16</u>	<u>Yr 17</u>	<u>Yr 18</u>	<u>Yr 19</u>	<u>Yr 20</u>	<u>Yr 21</u>
<u>Lieutenant</u>	<u>\$50.62</u>	<u>\$52.36</u>	<u>\$54.25</u>	<u>\$56.18</u>	<u>\$58.06</u>	<u>\$60.21</u>	<u>\$62.23</u>	<u>\$64.44</u>	<u>\$66.70</u>	<u>\$69.00</u>	<u>\$71.43</u>	<u>\$73.93</u>	<u>\$76.51</u>	<u>\$79.18</u>	<u>\$81.94</u>	<u>\$85.22</u>
<u>(PM2)</u>	<u>\$105,290</u>	<u>\$108,909</u>	<u>\$112,840</u>	<u>\$116,854</u>	<u>\$120,765</u>	<u>\$125,237</u>	<u>\$129,438</u>	<u>\$134,035</u>	<u>\$138,736</u>	<u>\$143,520</u>	<u>\$148,574</u>	<u>\$153,774</u>	<u>\$159,141</u>	<u>\$164,694</u>	<u>\$170,435</u>	<u>\$177,258</u>
<u>Captain</u>		<u>\$60.18</u>	<u>\$62.30</u>	<u>\$64.54</u>	<u>\$66.72</u>	<u>\$69.14</u>	<u>\$71.51</u>	<u>\$74.01</u>	<u>\$76.65</u>	<u>\$79.27</u>	<u>\$82.04</u>	<u>\$84.90</u>	<u>\$87.89</u>	<u>\$90.96</u>	<u>\$94.14</u>	<u>\$97.19</u>
<u>(PM3)</u>		<u>\$125,166</u>	<u>\$129,577</u>	<u>\$134,241</u>	<u>\$138,779</u>	<u>\$143,821</u>	<u>\$148,737</u>	<u>\$153,947</u>	<u>\$159,430</u>	<u>\$164,892</u>	<u>\$170,648</u>	<u>\$176,593</u>	<u>\$182,812</u>	<u>\$189,198</u>	<u>\$195,816</u>	<u>\$202,160</u>
<u>Steps</u>		<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>
<u>Major</u>		<u>\$67.67</u>	<u>\$70.10</u>	<u>\$72.59</u>	<u>\$75.06</u>	<u>\$77.80</u>	<u>\$80.46</u>	<u>\$83.26</u>	<u>\$86.23</u>	<u>\$89.19</u>	<u>\$92.28</u>	<u>\$95.52</u>	<u>\$98.87</u>	<u>\$102.35</u>	<u>\$105.91</u>	<u>\$109.36</u>
<u>(PM4)</u>		<u>\$140,754</u>	<u>\$145,817</u>	<u>\$150,984</u>	<u>\$156,131</u>	<u>\$161,825</u>	<u>\$167,350</u>	<u>\$173,190</u>	<u>\$179,366</u>	<u>\$185,522</u>	<u>\$191,950</u>	<u>\$198,673</u>	<u>\$205,647</u>	<u>\$212,895</u>	<u>\$220,290</u>	<u>\$227,475</u>

NOTE:  
Police Lieutenants and Captains shall receive, upon completion of years 16, 17, 18, 19, 20, and 21, Longevity increases as reflected above in their pay steps.

Police Captains shall receive an annual specialty pay of \$5000 effective July 1, 2025.

\*The Pay Plan will be implemented at the beginning of the pay period in which July 1, 2025 falls.

## PM SCHEDULE: POLICE MANAGEMENT

Effective January 1, 2026\*

<u>Steps</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>L1</u>	<u>L2</u>	<u>L3</u>	<u>L4</u>	<u>L5</u>	<u>L6</u>	<u>L7</u>
	<u>72 mos.</u>	<u>84 mos.</u>	<u>96 mos.</u>	<u>108 mos.</u>	<u>120 mos.</u>	<u>132 mos.</u>	<u>144 mos.</u>	<u>156 mos.</u>	<u>168 mos.</u>	<u>180 mos.</u>	<u>Yr 16</u>	<u>Yr 17</u>	<u>Yr 18</u>	<u>Yr 19</u>	<u>Yr 20</u>	<u>Yr 21</u>	<u>Yr 22</u>
<u>Lieutenant</u>	<u>\$52.14</u>	<u>\$53.93</u>	<u>\$55.88</u>	<u>\$57.87</u>	<u>\$59.80</u>	<u>\$62.02</u>	<u>\$64.10</u>	<u>\$66.37</u>	<u>\$68.70</u>	<u>\$71.07</u>	<u>\$73.57</u>	<u>\$76.15</u>	<u>\$78.81</u>	<u>\$81.56</u>	<u>\$84.40</u>	<u>\$87.78</u>	
<u>(PM2)</u>	<u>\$108,451</u>	<u>\$112,174</u>	<u>\$116,230</u>	<u>\$120,370</u>	<u>\$124,384</u>	<u>\$129,002</u>	<u>\$133,328</u>	<u>\$138,050</u>	<u>\$142,896</u>	<u>\$147,826</u>	<u>\$153,026</u>	<u>\$158,392</u>	<u>\$163,925</u>	<u>\$169,645</u>	<u>\$175,552</u>	<u>\$182,582</u>	
<u>Captain</u>		<u>\$61.98</u>	<u>\$64.17</u>	<u>\$66.48</u>	<u>\$68.72</u>	<u>\$71.22</u>	<u>\$73.65</u>	<u>\$76.23</u>	<u>\$78.95</u>	<u>\$81.65</u>	<u>\$84.50</u>	<u>\$87.45</u>	<u>\$90.53</u>	<u>\$93.69</u>	<u>\$96.97</u>	<u>\$100.11</u>	
<u>(PM3)</u>		<u>\$128,921</u>	<u>\$133,465</u>	<u>\$138,268</u>	<u>\$142,942</u>	<u>\$148,135</u>	<u>\$153,199</u>	<u>\$158,565</u>	<u>\$164,213</u>	<u>\$169,839</u>	<u>\$175,767</u>	<u>\$181,891</u>	<u>\$188,296</u>	<u>\$194,874</u>	<u>\$201,690</u>	<u>\$208,225</u>	
<u>Steps</u>		<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>
<u>Major</u>		<u>\$69.70</u>	<u>\$72.21</u>	<u>\$74.77</u>	<u>\$77.32</u>	<u>\$80.13</u>	<u>\$82.87</u>	<u>\$85.76</u>	<u>\$88.82</u>	<u>\$91.87</u>	<u>\$95.05</u>	<u>\$98.38</u>	<u>\$101.83</u>	<u>\$105.42</u>	<u>\$109.09</u>	<u>\$112.64</u>	<u>\$116.32</u>
<u>(PM4)</u>		<u>\$144,976</u>	<u>\$150,191</u>	<u>\$155,514</u>	<u>\$160,815</u>	<u>\$166,679</u>	<u>\$172,370</u>	<u>\$178,386</u>	<u>\$184,747</u>	<u>\$191,087</u>	<u>\$197,709</u>	<u>\$204,633</u>	<u>\$211,817</u>	<u>\$219,282</u>	<u>\$226,899</u>	<u>\$234,299</u>	<u>\$241,937</u>

### NOTES:

Police Lieutenants and Captains shall receive, upon completion of years 16, 17, 18, 19, 20, and 21, Longevity increases as reflected above in their pay steps.

Note: New Step Added at the top of the pay scale for police majors

\* The pay plan will be implemented at the beginning of the pay period in which January 1, 2026 falls.

**F SCHEDULE:**  
**FIREFIGHTERS – INTERNATION ASSOCIATION OF FIREFIGHTERS HOWARD COUNTY LOCAL 2000**  
**Effective July 1, 2025\***

<u>Step</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>
<u>D</u>	<u>Hire</u>	<u>6 mos.</u>														
<u>40 hours</u>	<u>\$30.46</u>	<u>\$31.40</u>														
<u>42 hours</u>	<u>\$29.01</u>	<u>\$29.90</u>														
<u>48 hours</u>	<u>\$25.39</u>	<u>\$26.16</u>														
<u>Trainee</u>	<u>\$63,366</u>	<u>\$65,308</u>														

**ACADEMY GRADUATE**

<u>E</u>														
<u>40 hours</u>	<u>\$31.73</u>	<u>\$32.67</u>	<u>\$33.74</u>	<u>\$34.71</u>	<u>\$35.82</u>	<u>\$36.86</u>	<u>\$37.94</u>	<u>\$39.12</u>	<u>\$40.36</u>	<u>\$41.60</u>	<u>\$42.86</u>	<u>\$44.10</u>	<u>\$45.43</u>	<u>\$47.15</u>
<u>42 hours</u>	<u>\$30.21</u>	<u>\$31.12</u>	<u>\$32.14</u>	<u>\$33.06</u>	<u>\$34.12</u>	<u>\$35.10</u>	<u>\$36.14</u>	<u>\$37.25</u>	<u>\$38.44</u>	<u>\$39.62</u>	<u>\$40.82</u>	<u>\$42.00</u>	<u>\$43.27</u>	<u>\$44.90</u>
<u>48 hours</u>	<u>\$26.44</u>	<u>\$27.23</u>	<u>\$28.12</u>	<u>\$28.93</u>	<u>\$29.85</u>	<u>\$30.71</u>	<u>\$31.62</u>	<u>\$32.60</u>	<u>\$33.64</u>	<u>\$34.67</u>	<u>\$35.72</u>	<u>\$36.75</u>	<u>\$37.86</u>	<u>\$39.29</u>
<u>Recruit</u>	<u>\$65,989</u>	<u>\$67,956</u>	<u>\$70,187</u>	<u>\$72,206</u>	<u>\$74,514</u>	<u>\$76,664</u>	<u>\$78,920</u>	<u>\$81,361</u>	<u>\$83,956</u>	<u>\$86,527</u>	<u>\$89,150</u>	<u>\$91,720</u>	<u>\$94,501</u>	<u>\$98,067</u>

<u>F</u>	<u>Prob comp</u>	<u>30 mos.</u>	<u>42 mos.</u>	<u>54 mos.</u>	<u>66 mos.</u>	<u>78 mos.</u>	<u>90 mos.</u>	<u>102 mos.</u>	<u>114 mos.</u>	<u>126 mos.</u>	<u>138 mos.</u>	<u>162 mos.</u>	<u>186 mos.</u>	<u>210 mos.</u>	<u>252 mos.</u>
<u>40 hours</u>	<u>\$35.18</u>	<u>\$36.21</u>	<u>\$37.32</u>	<u>\$38.45</u>	<u>\$39.67</u>	<u>\$40.85</u>	<u>\$42.12</u>	<u>\$43.39</u>	<u>\$44.73</u>	<u>\$46.09</u>	<u>\$47.43</u>	<u>\$48.93</u>	<u>\$50.41</u>	<u>\$52.32</u>	<u>\$53.88</u>
<u>42 hours</u>	<u>\$33.51</u>	<u>\$34.49</u>	<u>\$35.55</u>	<u>\$36.62</u>	<u>\$37.78</u>	<u>\$38.91</u>	<u>\$40.11</u>	<u>\$41.32</u>	<u>\$42.60</u>	<u>\$43.89</u>	<u>\$45.17</u>	<u>\$46.60</u>	<u>\$48.01</u>	<u>\$49.83</u>	<u>\$51.32</u>
<u>48 hours</u>	<u>\$29.32</u>	<u>\$30.18</u>	<u>\$31.10</u>	<u>\$32.04</u>	<u>\$33.06</u>	<u>\$34.05</u>	<u>\$35.10</u>	<u>\$36.16</u>	<u>\$37.27</u>	<u>\$38.41</u>	<u>\$39.52</u>	<u>\$40.77</u>	<u>\$42.01</u>	<u>\$43.60</u>	<u>\$44.90</u>
<u>FireFighter</u>	<u>\$73,177</u>	<u>\$75,327</u>	<u>\$77,636</u>	<u>\$79,970</u>	<u>\$82,513</u>	<u>\$84,978</u>	<u>\$87,601</u>	<u>\$90,251</u>	<u>\$93,031</u>	<u>\$95,864</u>	<u>\$98,645</u>	<u>\$101,766</u>	<u>\$104,860</u>	<u>\$108,820</u>	<u>\$112,073</u>

<u>G</u>	<u>18 mos.</u>	<u>30 mos.</u>	<u>42 mos.</u>	<u>54 mos.</u>	<u>66 mos.</u>	<u>78 mos.</u>	<u>90 mos.</u>	<u>102 mos.</u>	<u>114 mos.</u>	<u>126 mos.</u>	<u>138 mos.</u>	<u>162 mos.</u>	<u>186 mos.</u>	<u>210 mos.</u>	<u>252 mos.</u>
<u>40 hours</u>	<u>\$36.14</u>	<u>\$37.18</u>	<u>\$38.29</u>	<u>\$39.41</u>	<u>\$40.63</u>	<u>\$41.82</u>	<u>\$43.08</u>	<u>\$44.35</u>	<u>\$45.69</u>	<u>\$47.05</u>	<u>\$48.39</u>	<u>\$49.89</u>	<u>\$51.38</u>	<u>\$53.28</u>	<u>\$54.84</u>
<u>42 hours</u>	<u>\$34.42</u>	<u>\$35.41</u>	<u>\$36.46</u>	<u>\$37.53</u>	<u>\$38.70</u>	<u>\$39.83</u>	<u>\$41.03</u>	<u>\$42.24</u>	<u>\$43.51</u>	<u>\$44.81</u>	<u>\$46.08</u>	<u>\$47.51</u>	<u>\$48.93</u>	<u>\$50.74</u>	<u>\$52.23</u>
<u>48 hours</u>	<u>\$30.12</u>	<u>\$30.98</u>	<u>\$31.91</u>	<u>\$32.84</u>	<u>\$33.86</u>	<u>\$34.85</u>	<u>\$35.90</u>	<u>\$36.96</u>	<u>\$38.07</u>	<u>\$39.21</u>	<u>\$40.32</u>	<u>\$41.57</u>	<u>\$42.81</u>	<u>\$44.40</u>	<u>\$45.70</u>
<u>Firefighter HVO</u>	<u>\$75,177</u>	<u>\$77,327</u>	<u>\$79,636</u>	<u>\$81,970</u>	<u>\$84,513</u>	<u>\$86,978</u>	<u>\$89,601</u>	<u>\$92,251</u>	<u>\$95,031</u>	<u>\$97,864</u>	<u>\$100,645</u>	<u>\$103,766</u>	<u>\$106,860</u>	<u>\$110,820</u>	<u>\$114,073</u>

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
<b>H</b>	<u>30 mos.</u>	<u>42 mos.</u>	<u>54 mos.</u>	<u>66 mos.</u>	<u>78 mos.</u>	<u>90 mos.</u>	<u>102 mos.</u>	<u>114 mos.</u>	<u>126 mos.</u>	<u>138 mos.</u>	<u>150 mos.</u>	<u>174 mos.</u>	<u>198 mos.</u>	<u>222 mos.</u>	<u>252 mos.</u>	
<b>40 hours</b>	<u>\$38.96</u>	<u>\$40.16</u>	<u>\$41.38</u>	<u>\$42.62</u>	<u>\$43.89</u>	<u>\$45.28</u>	<u>\$46.64</u>	<u>\$48.13</u>	<u>\$49.56</u>	<u>\$51.02</u>	<u>\$52.58</u>	<u>\$54.20</u>	<u>\$55.81</u>	<u>\$57.90</u>	<u>\$59.63</u>	
<b>42 hours</b>	<u>\$37.11</u>	<u>\$38.25</u>	<u>\$39.41</u>	<u>\$40.59</u>	<u>\$41.80</u>	<u>\$43.12</u>	<u>\$44.42</u>	<u>\$45.84</u>	<u>\$47.20</u>	<u>\$48.59</u>	<u>\$50.08</u>	<u>\$51.62</u>	<u>\$53.15</u>	<u>\$55.15</u>	<u>\$56.79</u>	
<b>48 hours</b>	<u>\$32.47</u>	<u>\$33.47</u>	<u>\$34.49</u>	<u>\$35.52</u>	<u>\$36.58</u>	<u>\$37.73</u>	<u>\$38.87</u>	<u>\$40.11</u>	<u>\$41.30</u>	<u>\$42.52</u>	<u>\$43.82</u>	<u>\$45.16</u>	<u>\$46.51</u>	<u>\$48.25</u>	<u>\$49.69</u>	
<b>Master Firefighter</b>	<u>\$81,044</u>	<u>\$83,537</u>	<u>\$86,080</u>	<u>\$88,651</u>	<u>\$91,300</u>	<u>\$94,185</u>	<u>\$97,018</u>	<u>\$100,112</u>	<u>\$103,077</u>	<u>\$106,119</u>	<u>\$109,371</u>	<u>\$112,728</u>	<u>\$116,085</u>	<u>\$120,438</u>	<u>\$124,033</u>	

<b>I</b>	<u>30 mos.</u>	<u>42 mos.</u>	<u>54 mos.</u>	<u>66 mos.</u>	<u>78 mos.</u>	<u>90 mos.</u>	<u>102 mos.</u>	<u>114 mos.</u>	<u>126 mos.</u>	<u>138 mos.</u>	<u>150 mos.</u>	<u>174 mos.</u>	<u>198 mos.</u>	<u>222 mos.</u>	<u>252 mos.</u>	
<b>40 hours</b>	<u>\$39.93</u>	<u>\$41.12</u>	<u>\$42.35</u>	<u>\$43.58</u>	<u>\$44.86</u>	<u>\$46.24</u>	<u>\$47.60</u>	<u>\$49.09</u>	<u>\$50.52</u>	<u>\$51.98</u>	<u>\$53.54</u>	<u>\$55.16</u>	<u>\$56.77</u>	<u>\$58.86</u>	<u>\$60.59</u>	
<b>42 hours</b>	<u>\$38.02</u>	<u>\$39.17</u>	<u>\$40.33</u>	<u>\$41.51</u>	<u>\$42.72</u>	<u>\$44.04</u>	<u>\$45.34</u>	<u>\$46.75</u>	<u>\$48.11</u>	<u>\$49.50</u>	<u>\$50.99</u>	<u>\$52.53</u>	<u>\$54.07</u>	<u>\$56.06</u>	<u>\$57.71</u>	
<b>48 hours</b>	<u>\$33.27</u>	<u>\$34.27</u>	<u>\$35.29</u>	<u>\$36.32</u>	<u>\$37.38</u>	<u>\$38.54</u>	<u>\$39.67</u>	<u>\$40.91</u>	<u>\$42.10</u>	<u>\$43.32</u>	<u>\$44.62</u>	<u>\$45.96</u>	<u>\$47.31</u>	<u>\$49.05</u>	<u>\$50.49</u>	
<b>Master Firefighter HVO</b>	<u>\$83,044</u>	<u>\$85,537</u>	<u>\$88,080</u>	<u>\$90,651</u>	<u>\$93,300</u>	<u>\$96,185</u>	<u>\$99,018</u>	<u>\$102,112</u>	<u>\$105,077</u>	<u>\$108,119</u>	<u>\$111,371</u>	<u>\$114,728</u>	<u>\$118,085</u>	<u>\$122,438</u>	<u>\$126,033</u>	

<b>J</b>	<u>54 mos.</u>	<u>66 mos.</u>	<u>78 mos.</u>	<u>90 mos.</u>	<u>102 mos.</u>	<u>114 mos.</u>	<u>126 mos.</u>	<u>138 mos.</u>	<u>150 mos.</u>	<u>162 mos.</u>	<u>174 mos.</u>	<u>198 mos.</u>	<u>222 mos.</u>	<u>246 mos.</u>	<u>258 mos.</u>	<u>270 mos.</u>
<b>40 hours</b>	<u>\$43.16</u>	<u>\$44.46</u>	<u>\$45.87</u>	<u>\$47.29</u>	<u>\$48.67</u>	<u>\$50.11</u>	<u>\$51.67</u>	<u>\$53.28</u>	<u>\$54.89</u>	<u>\$56.58</u>	<u>\$58.29</u>	<u>\$60.01</u>	<u>\$61.90</u>	<u>\$64.22</u>	<u>\$66.15</u>	<u>68.12</u>
<b>42 hours</b>	<u>\$41.11</u>	<u>\$42.34</u>	<u>\$43.69</u>	<u>\$45.03</u>	<u>\$46.36</u>	<u>\$47.72</u>	<u>\$49.21</u>	<u>\$50.74</u>	<u>\$52.28</u>	<u>\$53.89</u>	<u>\$55.52</u>	<u>\$57.15</u>	<u>\$58.95</u>	<u>\$61.16</u>	<u>\$63.00</u>	<u>464.87</u>
<b>48 hours</b>	<u>\$35.97</u>	<u>\$37.05</u>	<u>\$38.23</u>	<u>\$39.40</u>	<u>\$40.56</u>	<u>\$41.76</u>	<u>\$43.06</u>	<u>\$44.40</u>	<u>\$45.74</u>	<u>\$47.15</u>	<u>\$48.58</u>	<u>\$50.01</u>	<u>\$51.58</u>	<u>\$53.52</u>	<u>\$55.13</u>	<u>56.76</u>
<b>Lieutenant</b>	<u>\$89,779</u>	<u>\$92,480</u>	<u>\$95,417</u>	<u>\$98,355</u>	<u>\$101,240</u>	<u>\$104,231</u>	<u>\$107,483</u>	<u>\$110,813</u>	<u>\$114,170</u>	<u>\$117,686</u>	<u>\$121,253</u>	<u>\$124,820</u>	<u>\$128,755</u>	<u>\$133,579</u>	<u>\$137,592</u>	<u>\$141,685</u>

Notes:

1. Academy graduation is 8 months after hire.

\* The pay plan will be implemented at the beginning of the pay period in which July 1, 2025 falls.

**F SCHEDULE:**  
**FIREFIGHTERS – INTERNATIONAL ASSOCIATION OF FIREFIGHTERS HOWARD COUNTY LOCAL 2000**  
**Effective January 1, 2026\***

<u>Step</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>
<u>D</u>	<u>Hire</u>	<u>6 mos.</u>														
<u>40 hours</u>	<u>\$31.38</u>	<u>\$32.34</u>														
<u>42 hours</u>	<u>\$29.88</u>	<u>\$30.80</u>														
<u>48 hours</u>	<u>\$26.15</u>	<u>\$26.95</u>														
<u>Trainee</u>	<u>\$65,267</u>	<u>\$67,267</u>														

**ACADEMY GRADUATE**

<u>E</u>														
<u>40 hours</u>	<u>\$32.68</u>	<u>\$33.65</u>	<u>\$34.76</u>	<u>\$35.76</u>	<u>\$36.90</u>	<u>\$37.96</u>	<u>\$39.08</u>	<u>\$40.29</u>	<u>\$41.57</u>	<u>\$42.85</u>	<u>\$44.15</u>	<u>\$45.42</u>	<u>\$46.80</u>	<u>\$48.56</u>
<u>42 hours</u>	<u>\$31.12</u>	<u>\$32.05</u>	<u>\$33.10</u>	<u>\$34.05</u>	<u>\$35.14</u>	<u>\$36.16</u>	<u>\$37.22</u>	<u>\$38.37</u>	<u>\$39.59</u>	<u>\$40.81</u>	<u>\$42.04</u>	<u>\$43.26</u>	<u>\$44.57</u>	<u>\$46.25</u>
<u>48 hours</u>	<u>\$27.23</u>	<u>\$28.04</u>	<u>\$28.96</u>	<u>\$29.80</u>	<u>\$30.75</u>	<u>\$31.64</u>	<u>\$32.57</u>	<u>\$33.57</u>	<u>\$34.65</u>	<u>\$35.71</u>	<u>\$36.79</u>	<u>\$37.85</u>	<u>\$39.00</u>	<u>\$40.47</u>
<u>Recruit</u>	<u>\$67,969</u>	<u>\$69,995</u>	<u>\$72,293</u>	<u>\$74,372</u>	<u>\$76,749</u>	<u>\$78,964</u>	<u>\$81,288</u>	<u>\$83,801</u>	<u>\$86,475</u>	<u>\$89,123</u>	<u>\$91,824</u>	<u>\$94,472</u>	<u>\$97,336</u>	<u>\$101,009</u>

<u>F</u>	<u>Prob comp</u>	<u>30 mos.</u>	<u>42 mos.</u>	<u>54 mos.</u>	<u>66 mos.</u>	<u>78 mos.</u>	<u>90 mos.</u>	<u>102 mos.</u>	<u>114 mos.</u>	<u>126 mos.</u>	<u>138 mos.</u>	<u>162 mos.</u>	<u>186 mos.</u>	<u>210 mos.</u>	<u>252 mos.</u>
<u>40 hours</u>	<u>\$36.24</u>	<u>\$37.30</u>	<u>\$38.44</u>	<u>\$39.60</u>	<u>\$40.86</u>	<u>\$42.08</u>	<u>\$43.38</u>	<u>\$44.69</u>	<u>\$46.07</u>	<u>\$47.47</u>	<u>\$48.85</u>	<u>\$50.39</u>	<u>\$51.93</u>	<u>\$53.89</u>	<u>\$55.50</u>
<u>42 hours</u>	<u>\$34.51</u>	<u>\$35.53</u>	<u>\$36.61</u>	<u>\$37.71</u>	<u>\$38.91</u>	<u>\$40.08</u>	<u>\$41.31</u>	<u>\$42.56</u>	<u>\$43.87</u>	<u>\$45.21</u>	<u>\$46.52</u>	<u>\$47.99</u>	<u>\$49.45</u>	<u>\$51.32</u>	<u>\$52.85</u>
<u>48 hours</u>	<u>\$30.20</u>	<u>\$31.08</u>	<u>\$32.04</u>	<u>\$33.00</u>	<u>\$34.05</u>	<u>\$35.07</u>	<u>\$36.15</u>	<u>\$37.24</u>	<u>\$38.39</u>	<u>\$39.56</u>	<u>\$40.71</u>	<u>\$41.99</u>	<u>\$43.27</u>	<u>\$44.91</u>	<u>\$46.25</u>
<u>FireFighter</u>	<u>\$75,372</u>	<u>\$77,587</u>	<u>\$79,965</u>	<u>\$82,369</u>	<u>\$84,988</u>	<u>\$87,528</u>	<u>\$90,229</u>	<u>\$92,958</u>	<u>\$95,822</u>	<u>\$98,740</u>	<u>\$101,604</u>	<u>\$104,819</u>	<u>\$108,006</u>	<u>\$112,085</u>	<u>\$115,435</u>

<u>G</u>	<u>18 mos.</u>	<u>30 mos.</u>	<u>42 mos.</u>	<u>54 mos.</u>	<u>66 mos.</u>	<u>78 mos.</u>	<u>90 mos.</u>	<u>102 mos.</u>	<u>114 mos.</u>	<u>126 mos.</u>	<u>138 mos.</u>	<u>162 mos.</u>	<u>186 mos.</u>	<u>210 mos.</u>	<u>252 mos.</u>
<u>40 hours</u>	<u>\$37.20</u>	<u>\$38.26</u>	<u>\$39.41</u>	<u>\$40.56</u>	<u>\$41.82</u>	<u>\$43.04</u>	<u>\$44.34</u>	<u>\$45.65</u>	<u>\$47.03</u>	<u>\$48.43</u>	<u>\$49.81</u>	<u>\$51.36</u>	<u>\$52.89</u>	<u>\$54.85</u>	<u>\$56.46</u>
<u>42 hours</u>	<u>\$35.43</u>	<u>\$36.44</u>	<u>\$37.53</u>	<u>\$38.63</u>	<u>\$39.83</u>	<u>\$40.99</u>	<u>\$42.23</u>	<u>\$43.48</u>	<u>\$44.79</u>	<u>\$46.13</u>	<u>\$47.44</u>	<u>\$48.91</u>	<u>\$50.37</u>	<u>\$52.24</u>	<u>\$53.77</u>
<u>48 hours</u>	<u>\$31.00</u>	<u>\$31.89</u>	<u>\$32.84</u>	<u>\$33.80</u>	<u>\$34.85</u>	<u>\$35.87</u>	<u>\$36.95</u>	<u>\$38.04</u>	<u>\$39.19</u>	<u>\$40.36</u>	<u>\$41.51</u>	<u>\$42.80</u>	<u>\$44.07</u>	<u>\$45.71</u>	<u>\$47.05</u>
<u>Firefighter HVO</u>	<u>\$77,372</u>	<u>\$79,587</u>	<u>\$81,965</u>	<u>\$84,369</u>	<u>\$86,988</u>	<u>\$89,528</u>	<u>\$92,229</u>	<u>\$94,958</u>	<u>\$97,822</u>	<u>\$100,740</u>	<u>\$103,604</u>	<u>\$106,819</u>	<u>\$110,006</u>	<u>\$114,085</u>	<u>\$117,435</u>



<u>Step</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>
<u>H</u>	<u>30 mos.</u>	<u>42 mos.</u>	<u>54 mos.</u>	<u>66 mos.</u>	<u>78 mos.</u>	<u>90 mos.</u>	<u>102 mos.</u>	<u>114 mos.</u>	<u>126 mos.</u>	<u>138 mos.</u>	<u>150 mos.</u>	<u>174 mos.</u>	<u>198 mos.</u>	<u>222 mos.</u>	<u>252 mos.</u>	
<u>40 hours</u>	<u>\$40.13</u>	<u>\$41.37</u>	<u>\$42.63</u>	<u>\$43.90</u>	<u>\$45.21</u>	<u>\$46.64</u>	<u>\$48.04</u>	<u>\$49.57</u>	<u>\$51.04</u>	<u>\$52.55</u>	<u>\$54.16</u>	<u>\$55.82</u>	<u>\$57.48</u>	<u>\$59.64</u>	<u>\$61.42</u>	
<u>42 hours</u>	<u>\$38.22</u>	<u>\$39.40</u>	<u>\$40.60</u>	<u>\$41.81</u>	<u>\$43.06</u>	<u>\$44.42</u>	<u>\$45.75</u>	<u>\$47.21</u>	<u>\$48.61</u>	<u>\$50.05</u>	<u>\$51.58</u>	<u>\$53.16</u>	<u>\$54.75</u>	<u>\$56.80</u>	<u>\$58.50</u>	
<u>48 hours</u>	<u>\$33.44</u>	<u>\$34.47</u>	<u>\$35.52</u>	<u>\$36.58</u>	<u>\$37.68</u>	<u>\$38.87</u>	<u>\$40.04</u>	<u>\$41.31</u>	<u>\$42.54</u>	<u>\$43.79</u>	<u>\$45.13</u>	<u>\$46.52</u>	<u>\$47.90</u>	<u>\$49.70</u>	<u>\$51.18</u>	
<u>Master Firefighter</u>	<u>\$83,476</u>	<u>\$86,043</u>	<u>\$88,663</u>	<u>\$91,310</u>	<u>\$94,039</u>	<u>\$97,010</u>	<u>\$99,928</u>	<u>\$103,116</u>	<u>\$106,169</u>	<u>\$109,302</u>	<u>\$112,652</u>	<u>\$116,110</u>	<u>\$119,568</u>	<u>\$124,052</u>	<u>\$127,754</u>	

<u>I</u>	<u>30 mos.</u>	<u>42 mos.</u>	<u>54 mos.</u>	<u>66 mos.</u>	<u>78 mos.</u>	<u>90 mos.</u>	<u>102 mos.</u>	<u>114 mos.</u>	<u>126 mos.</u>	<u>138 mos.</u>	<u>150 mos.</u>	<u>174 mos.</u>	<u>198 mos.</u>	<u>222 mos.</u>	<u>252 mos.</u>	
<u>40 hours</u>	<u>\$41.09</u>	<u>\$42.33</u>	<u>\$43.59</u>	<u>\$44.86</u>	<u>\$46.17</u>	<u>\$47.60</u>	<u>\$49.00</u>	<u>\$50.54</u>	<u>\$52.00</u>	<u>\$53.51</u>	<u>\$55.12</u>	<u>\$56.78</u>	<u>\$58.45</u>	<u>\$60.60</u>	<u>\$62.38</u>	
<u>42 hours</u>	<u>\$39.14</u>	<u>\$40.31</u>	<u>\$41.51</u>	<u>\$42.72</u>	<u>\$43.97</u>	<u>\$45.33</u>	<u>\$46.67</u>	<u>\$48.13</u>	<u>\$49.53</u>	<u>\$50.96</u>	<u>\$52.50</u>	<u>\$54.08</u>	<u>\$55.66</u>	<u>\$57.72</u>	<u>\$59.41</u>	
<u>48 hours</u>	<u>\$34.25</u>	<u>\$35.27</u>	<u>\$36.32</u>	<u>\$37.38</u>	<u>\$38.48</u>	<u>\$39.67</u>	<u>\$40.84</u>	<u>\$42.11</u>	<u>\$43.34</u>	<u>\$44.59</u>	<u>\$45.93</u>	<u>\$47.32</u>	<u>\$48.71</u>	<u>\$50.50</u>	<u>\$51.98</u>	
<u>Master Firefighter HVO</u>	<u>\$85,476</u>	<u>\$88,043</u>	<u>\$90,663</u>	<u>\$93,310</u>	<u>\$96,039</u>	<u>\$99,010</u>	<u>\$101,928</u>	<u>\$105,116</u>	<u>\$108,169</u>	<u>\$111,302</u>	<u>\$114,652</u>	<u>\$118,110</u>	<u>\$121,568</u>	<u>\$126,052</u>	<u>\$129,754</u>	

<u>J</u>	<u>54 mos.</u>	<u>66 mos.</u>	<u>78 mos.</u>	<u>90 mos.</u>	<u>102 mos.</u>	<u>114 mos.</u>	<u>126 mos.</u>	<u>138 mos.</u>	<u>150 mos.</u>	<u>162 mos.</u>	<u>174 mos.</u>	<u>198 mos.</u>	<u>222 mos.</u>	<u>246 mos.</u>	<u>258 mos.</u>	<u>270 mos.</u>
<u>40 hours</u>	<u>\$44.46</u>	<u>\$45.80</u>	<u>\$47.25</u>	<u>\$48.70</u>	<u>\$50.13</u>	<u>\$51.61</u>	<u>\$53.22</u>	<u>\$54.87</u>	<u>\$56.54</u>	<u>\$58.28</u>	<u>\$60.04</u>	<u>\$61.81</u>	<u>\$63.76</u>	<u>\$66.15</u>	<u>\$68.13</u>	<u>\$70.16</u>
<u>42 hours</u>	<u>\$42.34</u>	<u>\$43.61</u>	<u>\$45.00</u>	<u>\$46.39</u>	<u>\$47.75</u>	<u>\$49.16</u>	<u>\$50.69</u>	<u>\$52.26</u>	<u>\$53.84</u>	<u>\$55.50</u>	<u>\$57.18</u>	<u>\$58.87</u>	<u>\$60.72</u>	<u>\$63.00</u>	<u>\$64.89</u>	<u>\$66.82</u>
<u>48 hours</u>	<u>\$37.05</u>	<u>\$38.16</u>	<u>\$39.37</u>	<u>\$40.59</u>	<u>\$41.78</u>	<u>\$43.01</u>	<u>\$44.35</u>	<u>\$45.73</u>	<u>\$47.11</u>	<u>\$48.56</u>	<u>\$50.04</u>	<u>\$51.51</u>	<u>\$53.13</u>	<u>\$55.12</u>	<u>\$56.78</u>	<u>\$58.47</u>
<u>Lieutenant</u>	<u>\$92,472</u>	<u>\$95,254</u>	<u>\$98,279</u>	<u>\$101,305</u>	<u>\$104,278</u>	<u>\$107,358</u>	<u>\$110,708</u>	<u>\$114,138</u>	<u>\$117,596</u>	<u>\$121,217</u>	<u>\$124,890</u>	<u>\$128,564</u>	<u>\$132,617</u>	<u>\$137,586</u>	<u>\$141,720</u>	<u>\$145,935</u>

Notes:

1. Academy graduation is 8 months after hire.

\* The pay plan will be implemented at the beginning of the pay period in which January 1, 2026 falls.

**Exhibit D****FM SCHEDULE: FIRE MANAGEMENT**  
**Effective July 1, 2025\***

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>
<u>Months</u>	<u>66</u>	<u>78</u>	<u>90</u>	<u>102</u>	<u>114</u>	<u>126</u>	<u>138</u>	<u>150</u>	<u>162</u>	<u>174</u>	<u>186</u>	<u>210</u>	<u>234</u>	<u>258</u>	<u>270</u>
<u>Captain</u>															
<u>FM1</u>	<u>\$100,382</u>	<u>\$103,438</u>	<u>\$106,578</u>	<u>\$109,882</u>	<u>\$113,270</u>	<u>\$116,684</u>	<u>\$120,320</u>	<u>\$123,900</u>	<u>\$127,562</u>	<u>\$131,501</u>	<u>\$135,494</u>	<u>\$139,681</u>	<u>\$143,838</u>	<u>\$151,137</u>	<u>\$155,654</u>
<u>40 Hours</u>	<u>\$48.26</u>	<u>\$49.73</u>	<u>\$51.24</u>	<u>\$52.83</u>	<u>\$54.46</u>	<u>\$56.10</u>	<u>\$57.85</u>	<u>\$59.57</u>	<u>\$61.33</u>	<u>\$63.22</u>	<u>\$65.14</u>	<u>\$67.15</u>	<u>\$69.15</u>	<u>\$72.66</u>	<u>\$74.83</u>
<u>42 Hours</u>	<u>\$45.96</u>	<u>\$47.36</u>	<u>\$48.80</u>	<u>\$50.31</u>	<u>\$51.86</u>	<u>\$53.43</u>	<u>\$55.09</u>	<u>\$56.73</u>	<u>\$58.41</u>	<u>\$60.21</u>	<u>\$62.04</u>	<u>\$63.96</u>	<u>\$65.86</u>	<u>\$69.20</u>	<u>\$71.27</u>
<u>48 Hours</u>	<u>\$40.22</u>	<u>\$41.44</u>	<u>\$42.70</u>	<u>\$44.02</u>	<u>\$45.38</u>	<u>\$46.75</u>	<u>\$48.21</u>	<u>\$49.64</u>	<u>\$51.11</u>	<u>\$52.68</u>	<u>\$54.28</u>	<u>\$55.96</u>	<u>\$57.63</u>	<u>\$60.55</u>	<u>\$62.36</u>
<u>Months</u>	<u>78</u>	<u>90</u>	<u>102</u>	<u>114</u>	<u>126</u>	<u>138</u>	<u>150</u>	<u>162</u>	<u>174</u>	<u>186</u>	<u>198</u>	<u>222</u>	<u>234</u>	<u>258</u>	<u>270</u>
<u>Battalion Chief</u>															
<u>FM2</u>	<u>\$111,397</u>	<u>\$114,537</u>	<u>\$118,145</u>	<u>\$121,670</u>	<u>\$125,415</u>	<u>\$129,215</u>	<u>\$133,292</u>	<u>\$137,257</u>	<u>\$141,442</u>	<u>\$145,656</u>	<u>\$150,172</u>	<u>\$154,744</u>	<u>\$159,371</u>	<u>\$162,263</u>	<u>\$167,110</u>
<u>40 Hours</u>	<u>\$53.56</u>	<u>\$55.07</u>	<u>\$56.80</u>	<u>\$58.50</u>	<u>\$60.30</u>	<u>\$62.12</u>	<u>\$64.08</u>	<u>\$65.99</u>	<u>\$68.00</u>	<u>\$70.03</u>	<u>\$72.20</u>	<u>\$74.40</u>	<u>\$76.62</u>	<u>\$78.01</u>	<u>\$80.34</u>
<u>42 Hours</u>	<u>\$51.01</u>	<u>\$52.44</u>	<u>\$54.10</u>	<u>\$55.71</u>	<u>\$57.42</u>	<u>\$59.16</u>	<u>\$61.03</u>	<u>\$62.85</u>	<u>\$64.76</u>	<u>\$66.69</u>	<u>\$68.76</u>	<u>\$70.85</u>	<u>\$72.97</u>	<u>\$74.30</u>	<u>\$76.52</u>
<u>48 Hours</u>	<u>\$44.63</u>	<u>\$45.89</u>	<u>\$47.33</u>	<u>\$48.75</u>	<u>\$50.25</u>	<u>\$51.77</u>	<u>\$53.40</u>	<u>\$54.99</u>	<u>\$56.67</u>	<u>\$58.36</u>	<u>\$60.17</u>	<u>\$62.00</u>	<u>\$63.85</u>	<u>\$65.01</u>	<u>\$66.95</u>
<u>Months</u>	<u>90</u>	<u>102</u>	<u>114</u>	<u>126</u>	<u>138</u>	<u>150</u>	<u>162</u>	<u>174</u>	<u>186</u>	<u>198</u>	<u>210</u>	<u>234</u>	<u>258</u>	<u>270</u>	
<u>Assistant Chief</u>															
<u>FM3</u>	<u>\$123,968</u>	<u>\$127,784</u>	<u>\$131,644</u>	<u>\$135,593</u>	<u>\$139,828</u>	<u>\$143,909</u>	<u>\$148,343</u>	<u>\$152,887</u>	<u>\$157,475</u>	<u>\$162,372</u>	<u>\$167,291</u>	<u>\$172,254</u>	<u>\$180,283</u>	<u>\$185,710</u>	
<u>40 Hours</u>	<u>\$59.60</u>	<u>\$61.43</u>	<u>\$63.29</u>	<u>\$65.19</u>	<u>\$67.23</u>	<u>\$69.19</u>	<u>\$71.32</u>	<u>\$73.50</u>	<u>\$75.71</u>	<u>\$78.06</u>	<u>\$80.43</u>	<u>\$82.81</u>	<u>\$86.67</u>	<u>\$89.28</u>	
<u>42 Hours</u>	<u>\$56.76</u>	<u>\$58.51</u>	<u>\$60.28</u>	<u>\$62.08</u>	<u>\$64.02</u>	<u>\$65.89</u>	<u>\$67.92</u>	<u>\$70.00</u>	<u>\$72.10</u>	<u>\$74.35</u>	<u>\$76.60</u>	<u>\$78.87</u>	<u>\$82.55</u>	<u>\$85.03</u>	
<u>48 Hours</u>	<u>\$49.67</u>	<u>\$51.20</u>	<u>\$52.74</u>	<u>\$54.32</u>	<u>\$56.02</u>	<u>\$57.66</u>	<u>\$59.43</u>	<u>\$61.25</u>	<u>\$63.09</u>	<u>\$65.05</u>	<u>\$67.02</u>	<u>\$69.01</u>	<u>\$72.23</u>	<u>\$74.40</u>	

NOTES:\* The pay plan will be implemented at the beginning of the pay period in which July 1, 2025, falls.

**FM SCHEDULE: FIRE MANAGEMENT**  
**Effective January 1, 2026\***

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>
Months	<u>66</u>	<u>78</u>	<u>90</u>	<u>102</u>	<u>114</u>	<u>126</u>	<u>138</u>	<u>150</u>	<u>162</u>	<u>174</u>	<u>186</u>	<u>210</u>	<u>234</u>	<u>258</u>	<u>270</u>
<u>Captain</u>															
FM1	<u>\$103,393</u>	<u>\$106,541</u>	<u>\$109,776</u>	<u>\$113,178</u>	<u>\$116,669</u>	<u>\$120,185</u>	<u>\$123,930</u>	<u>\$127,617</u>	<u>\$131,389</u>	<u>\$135,446</u>	<u>\$139,558</u>	<u>\$143,871</u>	<u>\$148,153</u>	<u>\$155,672</u>	<u>\$160,324</u>
40 Hours	<u>\$49.71</u>	<u>\$51.22</u>	<u>\$52.78</u>	<u>\$54.41</u>	<u>\$56.09</u>	<u>\$57.78</u>	<u>\$59.58</u>	<u>\$61.35</u>	<u>\$63.17</u>	<u>\$65.12</u>	<u>\$67.10</u>	<u>\$69.17</u>	<u>\$71.23</u>	<u>\$74.84</u>	<u>\$77.08</u>
42 Hours	<u>\$47.34</u>	<u>\$48.78</u>	<u>\$50.26</u>	<u>\$51.82</u>	<u>\$53.42</u>	<u>\$55.03</u>	<u>\$56.74</u>	<u>\$58.43</u>	<u>\$60.16</u>	<u>\$62.02</u>	<u>\$63.90</u>	<u>\$65.88</u>	<u>\$67.84</u>	<u>\$71.28</u>	<u>\$73.41</u>
48 Hours	<u>\$41.42</u>	<u>\$42.68</u>	<u>\$43.98</u>	<u>\$45.34</u>	<u>\$46.74</u>	<u>\$48.15</u>	<u>\$49.65</u>	<u>\$51.13</u>	<u>\$52.64</u>	<u>\$54.27</u>	<u>\$55.91</u>	<u>\$57.64</u>	<u>\$59.36</u>	<u>\$62.37</u>	<u>\$64.23</u>
Months	<u>78</u>	<u>90</u>	<u>102</u>	<u>114</u>	<u>126</u>	<u>138</u>	<u>150</u>	<u>162</u>	<u>174</u>	<u>186</u>	<u>198</u>	<u>222</u>	<u>234</u>	<u>258</u>	<u>270</u>
<u>Battalion Chief</u>															
FM2	<u>\$114,739</u>	<u>\$117,973</u>	<u>\$121,689</u>	<u>\$125,320</u>	<u>\$129,177</u>	<u>\$133,092</u>	<u>\$137,290</u>	<u>\$141,375</u>	<u>\$145,686</u>	<u>\$150,026</u>	<u>\$154,677</u>	<u>\$159,386</u>	<u>\$164,152</u>	<u>\$167,130</u>	<u>\$172,123</u>
40 Hours	<u>\$55.16</u>	<u>\$56.72</u>	<u>\$58.50</u>	<u>\$60.25</u>	<u>\$62.10</u>	<u>\$63.99</u>	<u>\$66.01</u>	<u>\$67.97</u>	<u>\$70.04</u>	<u>\$72.13</u>	<u>\$74.36</u>	<u>\$76.63</u>	<u>\$78.92</u>	<u>\$80.35</u>	<u>\$82.75</u>
42 Hours	<u>\$52.54</u>	<u>\$54.02</u>	<u>\$55.72</u>	<u>\$57.38</u>	<u>\$59.15</u>	<u>\$60.94</u>	<u>\$62.86</u>	<u>\$64.73</u>	<u>\$66.71</u>	<u>\$68.69</u>	<u>\$70.82</u>	<u>\$72.98</u>	<u>\$75.16</u>	<u>\$76.52</u>	<u>\$78.81</u>
48 Hours	<u>\$45.97</u>	<u>\$47.26</u>	<u>\$48.75</u>	<u>\$50.21</u>	<u>\$51.75</u>	<u>\$53.32</u>	<u>\$55.00</u>	<u>\$56.64</u>	<u>\$58.37</u>	<u>\$60.11</u>	<u>\$61.97</u>	<u>\$63.86</u>	<u>\$65.77</u>	<u>\$66.96</u>	<u>\$68.96</u>
Months	<u>90</u>	<u>102</u>	<u>114</u>	<u>126</u>	<u>138</u>	<u>150</u>	<u>162</u>	<u>174</u>	<u>186</u>	<u>198</u>	<u>210</u>	<u>234</u>	<u>258</u>	<u>270</u>	
<u>Assistant Chief</u>															
FM3	<u>\$127,687</u>	<u>\$131,618</u>	<u>\$135,594</u>	<u>\$139,660</u>	<u>\$144,023</u>	<u>\$148,226</u>	<u>\$152,793</u>	<u>\$157,473</u>	<u>\$162,199</u>	<u>\$167,243</u>	<u>\$172,310</u>	<u>\$177,422</u>	<u>\$185,691</u>	<u>\$191,281</u>	
40 Hours	<u>\$61.39</u>	<u>\$63.28</u>	<u>\$65.19</u>	<u>\$67.14</u>	<u>\$69.24</u>	<u>\$71.26</u>	<u>\$73.46</u>	<u>\$75.71</u>	<u>\$77.98</u>	<u>\$80.41</u>	<u>\$82.84</u>	<u>\$85.30</u>	<u>\$89.27</u>	<u>\$91.96</u>	
42 Hours	<u>\$58.46</u>	<u>\$60.26</u>	<u>\$62.09</u>	<u>\$63.95</u>	<u>\$65.94</u>	<u>\$67.87</u>	<u>\$69.96</u>	<u>\$72.10</u>	<u>\$74.27</u>	<u>\$76.58</u>	<u>\$78.90</u>	<u>\$81.24</u>	<u>\$85.02</u>	<u>\$87.58</u>	
48 Hours	<u>\$51.16</u>	<u>\$52.73</u>	<u>\$54.32</u>	<u>\$55.95</u>	<u>\$57.70</u>	<u>\$59.39</u>	<u>\$61.22</u>	<u>\$63.09</u>	<u>\$64.98</u>	<u>\$67.00</u>	<u>\$69.03</u>	<u>\$71.08</u>	<u>\$74.40</u>	<u>\$76.64</u>	

NOTES:

\* The pay plan will be implemented at the beginning of the pay period in which January 1, 2026, falls.