

# MEMORANDUM



TO: Don Jongewaard, President  
Tempe Firefighters' Unit

FROM: Renie Broderick, Internal Services Director

DATE: July 13, 2018

SUBJECT: FY 18/19 Market Study Implementation: Firefighter, Fire Engineer, Fire Captain, Emergency Medical Technician, and Emergency Paramedic

As per your current Memorandum of Understanding (MOU) with the City, a market study of Fire's wages was conducted and implemented effective July 1, 2018. The new FY 2018 / 2019 rates are as follows:

FIREFIGHTER AND FIREFIGHTER PARAMEDIC STEP PLAN						
	FY 2017 / 18		FY 2018 / 19			
	Firefighter Annual Salary	Firefighter Paramedic Annual Salary	Firefighter Annual Salary	Firefighter NAHRLY (56 hr/wk)	Firefighter Paramedic Annual Salary	Firefighter Paramedic NAHRLY (56 hr/wk)
Assigned as Recruit - 40 hours	\$44,390		\$45,201	\$21.731250		
Upon Graduation from Academy	\$49,349		\$50,250	\$17.256181		
1 Year from Academy Graduation	\$51,816	\$56,998	\$52,763	\$18.119162	\$58,039	\$19.930975
2 Years from Academy Graduation	\$54,407	\$59,848	\$55,401	\$19.025069	\$60,941	\$20.927541
3 Years from Academy Graduation	\$57,127	\$62,840	\$58,171	\$19.976305	\$63,988	\$21.973901
4 Years from Academy Graduation	\$59,984	\$65,982	\$61,079	\$20.974931	\$67,187	\$23.072459
5 Years from Academy Graduation	\$62,983	\$69,281	\$64,133	\$22.023695	\$70,547	\$24.226304
6 Years from Academy Graduation	\$66,024	\$72,626	\$67,340	\$23.125000	\$74,074	\$25.437500

FIRE ENGINEER AND FIRE CAPTAIN							
	FY 2017 / 18			FY 2018 / 19			
	Based on market gathered on July 2017			Based on market gathered on July 2018			
	Annual Salary	Percentage Between Medic and Assignment and Assignment		Annual Salary	Percentage Between Medic and Assignment and Assignment		NAHRLY
Fire Engineer - Upon Promotion (56 hr/wk)	\$74,020			\$75,624		\$25.969780	
Fire Engineer Medic - Upon Promotion (56 hr/wk)	\$81,422	10.00%	more than Fire Engineer	\$83,186	10.00%	more than Fire Engineer	\$28.566621
Fire Captain (56 Hour Assignment)	\$87,343			\$89,091		\$30.594437	
Fire Captain Medic (56 Hour Assignment)	\$96,077	10.00%	more than Fire Captain	\$98,000	10.00%	more than Fire Captain	\$33.653846
Fire Captain (40 Hour Assignment)	\$95,204	9.00%	more than Fire Captain	\$97,109	9.00%	more than Fire Captain	\$46.687019
Fire Captain Medic (40 Hour Assignment)	\$104,724	10.00%	more than Fire Captain (40 Hr Assignment)	\$106,820	10.00%	more than Fire Captain (40 Hr Assignment)	\$51.355769

EMERGENCY MEDICAL TECHNICIAN AND EMERGENCY PARAMEDIC STEP PLAN				
FY 2018 / 19				
Based on market gathered on July 2018				
	EMT Annual Salary*	EMT NAHRLY	Emergency Paramedic Annual Salary**	Emergency Paramedic NAHRLY
Hire Date	\$25,125	\$12.079327	\$33,165	\$15.944712
1 Year after Hire Date	\$26,382	\$12.683654	\$34,823	\$16.741827
2 Years after Hire Date	\$27,701	\$13.317788	\$36,565	\$17.579327
3 Years after Hire Date	\$29,086	\$13.983654	\$38,393	\$18.458173
4 Years after Hire Date	\$30,540	\$14.682692	\$40,312	\$19.380769
5 Years after Hire Date	\$32,067	\$15.416827	\$42,328	\$20.350000
6 Years after Hire Date	\$33,670	\$16.187500	\$44,444	\$21.367308

\*Emergency Medical Technician's annual salary will be maintained at 50% of the Firefighter's salary in each of the relevant corresponding steps.

\*\*Emergency Paramedic's annual salary will be maintained at 60% of Firefighter - Paramedic's salary in each of the relevant corresponding steps. Note that the Emergency Paramedic's "Hire Date" step does not have an actual corresponding sworn Firefighter-Paramedic's step and is set at 5% less than the sworn Firefighter-Paramedic's "1 Year from Academy Graduation" step amount.