

FINANCE AND PERSONNEL COMMITTEE

City of Kaukauna
Council Chambers
Municipal Services Building
144 W. Second Street, Kaukauna



Wednesday, February 19, 2025 at 6:10 PM

AGENDA

In-Person and Remote Teleconference via ZOOM

1. Correspondence.
2. Discussion Topics.
 - a. Request for Additional Funds by Municipal Court.
 - b. Adjourn to Closed Session Pursuant to State Statute 19.85(1)(c) to discuss employment, promotion, compensation or performance evaluation data of any public employee.
 - c. Return to Open Session for possible action.
 - d. Fund Balance Policy Adjustment.
 - e. 2024 Fiscal Year Surplus Fund Balance Allocation.
 - f. Department of Public Works Proposal to Add Annual Clothing Allowance.
 - g. Department of Public Works Proposal to Change Regular Work Hours.
 - h. International Association of Firefighters Local 1594 Collective Bargaining Agreement for 2025-2027.
3. Adjourn.

NOTICES

Notice is hereby given that a majority of the City Council will be present at the meeting of the Finance and Personnel Committee scheduled for Wednesday, February 19, 2025, at 6:10 P.M. to gather information about a subject over which they have decision making responsibility.

IF REQUESTED THREE (3) DAYS PRIOR TO THE MEETING, A SIGN LANGUAGE INTERPRETER WILL BE MADE AVAILABLE AT NO CHARGE.

MEETING ACCESS INFORMATION:

You can access this meeting by one of three methods: from your telephone, computer, or by an app. Instructions are below.

To access the meeting by telephone:

1. Dial 1-312-626-6799
2. When prompted, enter Meeting ID 234 605 4161 followed by #
3. When prompted, enter Password 54130 followed by #

To access the meeting by computer:

1. Go to <http://www.zoom.us>
2. Click the blue link in the upper right hand side that says Join a Meeting
3. Enter Meeting ID 234 605 4161
4. Enter Password 54130
5. Allow Zoom to access your microphone or camera if you wish to speak during the meeting

To access the meeting by smartphone or tablet:

1. Download the free Zoom app to your device
2. Click the blue button that says Join a Meeting
3. Enter Meeting ID 234 605 4161
4. Enter Password 54130
5. Allow the app to access your microphone or camera if you wish to speak during the meeting

Members of the public will be muted unless there is an agenda item that allows for public comment or if a motion is made to open the floor to public comment.



MEMO

Municipal Court

To: Finance and Personnel
From: John Proffitt, Municipal Judge
Date: February 4, 2025
Re: Request for additional hours for Clerk of Courts

Background information:

During my initial time here as Municipal Judge, two items were discovered that seemed to require attention, the completion of which would require additional hours to be completed over and above the normal hours assigned to the clerk of courts. The first item was the discovery that over 900 citations issued by the police department during the period of 2020 through 2024 had no dispositions returned to the police department. Completion of this item would require the clerk of courts to go into the boxes in storage and search for each individual citation and report the finding back to the police department.

The second item was finding no Standard Operating Procedures Manual in the Department from which a new clerk could find the appropriate processes to perform each step of handling citations as they came into the Department, were assigned to the court docket, and then were processed after a final finding was made for each one.

After discussions with Mayor Penterman, we increased the hours of employment for the clerk from 23 hours per week to 29 hours per week with the extra hours to be dedicated specifically to these two tasks. It was my assumption (shame on me) that these hours would continue until the two tasks were complete. I should have confirmed that assumption at the end of 2024 with staff, that those hours would extend into the 2025 budget. As a result, the 2025 budget only reflected the clerk working the original 23 hours per week. Jessica (the clerk of courts) had continued working the 29 hours that she and I both believed to have been authorized. When Will notified me that those additional hours had not been approved past 2024 and that as a result we would run out of hours for her position before the end of 2025, a meeting with the mayor, finance director, HR director and myself was held to report on the status of the work, and to seek a solution.

I reported that as of January 29, 2025, the backlog of citations due back to the police department has been completed. Jessica has also completed what will be the index of the SOP manual, with only the actual writing to be completed. She has estimated that she should be able to complete the project by the end of June, 2025. The completion of both items will require 156 additional hours for her position, above what had been budgeted for the year.

Strategic Plan:

To comply with the requirements of the Court in reporting dispositions back to the Police Department, the first task was essential. It appears that most of the backlog occurred during a time when there was a succession of clerks in that position and sadly, reporting was not handled well, perhaps due to training. It was also during COVID, which required additional tasks to even handle Court. At any rate, that portion of the work has now been completed, and the Court is now compliant with those requirements.

The SOP manual is not a mandated item for the Court to the best of my knowledge. However, as I came on as a new Judge, the clerk of courts I inherited as in the process of retiring. Her departure happened before I had a new clerk of courts hired, and without an SOP manual, we had to hire an outside clerk from another court to come in and help Jessica begin to learn the process. Fortunately Jessica is an excellent learner as with minimal direct help, and assistance with software vendors she was quickly trained. But I think she is an exception because of her education and past experience. With an SOP manual, I think a newly hired clerk who does not have Jessica's background, will acclimate to the processes required to fulfill the requirements of the position much more quickly by having a ready reference to rely on. I hope to have Jessica for the duration of my term, but this would be a great asset, written by someone with an education background.

Budget: The additional 156 hours estimated to complete the writing of the manual by the end of June would require an increase to the Court budget of \$4,4153 with all cost included for these hours.

Staff Recommended Action:

Approve an additional 156 hours for the Clerk of Court hours in the Court budget to be covered by city fund balance or unspent 2025 budgeted funds.



MEMO

Department

To: Finance and Personnel Committee

From: Finance Director, Van Rossum

Date: 2/19/2025

Re: Fund Balance Policy Adjustment

Background information:

The City of Kaukauna is projected to have a surplus in its fund balance in its 2024 financial statements due to multiple factors. Cost savings have been realized as certain positions remained unfilled during the year, and department heads exercised fiscal responsibility in managing allocated budget line items. Additionally, revenues have exceeded budgeted projections, with significant contributions from the following lines:

- The Kaukauna Utilities PILOT payment exceeded budgeted amounts by \$122,000.
- Building inspection fees generated \$102,000 more than anticipated.
- Interest income surpassed budget estimates by \$867,000

Revenue adjustments have been considered in the 2025 budget for the continued higher-than-normal interest income the city is earning on its reserves. In the 2025 budget an increase of \$310,000 in projected interest income. Historically, a conservative approach has been applied to this revenue category due to the risk associated with fluctuating market conditions. The past few years have remained consistent allowing for a little more certainty on the actual revenues happening in the 2025 year. Staff will continue to monitor this line in future budgets and be proactive in the adjustments to avoid a major shift.

The City is in a strong financial position regarding stability, operational liquidity, and safeguarding against economic downturns or emergencies. This surplus presents an opportunity to reassess the undesignated fund balance policy, which is currently set at 15% of general fund operating expenditures. The 2024 year-end financial statements indicate a fund balance of 34.6%. In the past, we have only talked about the growing fund balance, and now have the opportunity to commit to the long-term financial stability of the city.

Adjusting the policy to maintain a minimum undesignated fund balance of 30% would align with best practices and financial prudence. This change will provide the following benefits to the City:

1. **Financial Stability & Risk Management** – Ensures the city has a financial cushion to manage unexpected shortfalls, emergencies, or economic downturns without immediately resorting to budget cuts or tax increases.
2. **Improved Creditworthiness** – A healthy fund balance enhances the city’s credit rating, potentially leading to lower borrowing costs for future capital projects.
3. **Operational Flexibility** – Provides liquidity to cover unexpected expenditures, such as infrastructure repairs, emergency response costs, or fluctuating revenue streams.
4. **Tax Rate Stability** – Helps prevent sudden tax increases by allowing the city to smooth out revenue shortfalls over time rather than making abrupt adjustments to tax rates.
5. **Enhances Public Confidence** – Demonstrates fiscal responsibility to residents, businesses, and stakeholders, reinforcing trust in local government management.
6. **Compliance with Best Practices** – Aligns Kaukauna with the recommended reserves to cover at least three months of operating expenses.
7. **Supports Strategic Planning** – Provides a financial buffer that allows the city to pursue long-term projects and economic development initiatives without jeopardizing essential services.

Strategic Plan:

Increasing the fund balance threshold to 30% supports the City’s long-term financial health and strategic objectives. This adjustment enhances fiscal resilience, promotes responsible governance, and aligns with efforts to maintain the City’s strong economic standing.

Budget: No immediate funding request is associated with this policy adjustment. The proposal ensures that financial reserves are allocated appropriately to sustain long-term operational stability.

Staff Recommended Action:

Approve a policy adjustment to establish a minimum undesignated fund balance of thirty percent (30%) of general fund operating expenses and forward the attached resolution to the council for consideration.



MEMO

Department

To: Finance and Personnel Committee
From: Finance Director, Van Rossum
Date: 2/19/2025
Re: Surplus Fund Balance Allocation

Background information:

As noted in the Fund Balance Policy update agenda item, the City of Kaukauna is projected to have a surplus in its fund balance in the 2024 financial statements. This surplus is driven by multiple factors, including cost savings and revenues exceeding budgeted expectations. The primary contributor, once again this year, is the higher-than-anticipated interest income earned on the City's reserves.

With this surplus comes the opportunity to strategically allocate funds. While the additional funds are beneficial, they also present a challenge, as they represent a one-time financial event. To ensure fiscal responsibility, these funds should be applied to one-time expenditures or project funding, thereby mitigating the risk of creating ongoing expenses that may become unfunded in the future.

The City's optimal bond rating target for the unassigned fund balance is 30% of general fund operations, aligning with the suggested City's undesignated fund balance policy. Currently, the fund balance exceeds this threshold, providing an opportunity to allocate excess funds to one-time projects or expenses. Moving \$700,000 from the undesignated fund balance would bring the total unassigned down to 31.08%, still above the recommended level. This allocation would allow the City to fund a project(s) or one-time expenses without the need to issue debt or increase the tax levy.

A few suggested options include:

1. Parks and Pool Fund
 - a. Pool Project rather than refunding current bond in a few years
 - b. Grignon Park Snow Tubing Project
 - c. Move to this fund and Restrict until the project is decided
2. Capital Equipment Fund
 - a. Rather than borrow funds, apply the surplus to equipment purchases
3. Debt Service Fund
 - a. Pay done debt service

Strategic Plan:

Surplus funds can have a direct impact on the strategic plan if funds are applied toward a specific initiative or project within the plan.

Budget: This surplus does not have an immediate impact on the current budget. However, it presents an opportunity to allocate funds toward one-time expenses, debt service, or capital projects without affecting the general fund's operational budget.

By reallocating these financial reserves appropriately, the City ensures long-term operational stability while maintaining flexibility for future needs.

Staff Recommended Action:

Approve the reallocation of \$700,000 from the undesignated General Fund balance to support a one-time expense to **[Insert Decided fund]**



MEMO

Human Resources | Department of Public Works

To: Personnel & Finance Committee
From: Elisa Hodge, HR Director | John Neumeier, Director of Engineering
Date: 2/19/2025
Re: Clothing Allowance

Background information:

An annual clothing allowance for DPW employees of up to \$300 will be provided annually.

Strategic Plan:

Regular employees of the DPW department will receive an annual clothing allowance of \$300. The clothing allowance is to be used for the purchase of work-appropriate apparel (shirts, sweatshirts, safety footwear, pants, shorts, etc.).

This allowance will be paid annually on the first paycheck date in February. The clothing allowance will be processed with regular payroll and will be considered taxable wages and subject to applicable deductions and taxes. To receive payment, employees must be active on the payment date and not within a separation notice period (i.e. Not during the remaining working days after giving the City notice of retirement or resignation).

New hires hired August 1st - December 31st will receive a prorated amount of \$150.

New hires hired January 1st - July 31st will receive \$300. New hires will not receive the annual allowance in addition to the new hire allowance in the same year.

Rehires will receive the clothing allowance, at the amount dependent on the rehire date. No allowance will be paid to a rehire if the employee had received an allowance in the same calendar year. Example: An employee received the annual allowance in February of \$300, then separated employment in June, but was rehired September 1st. The annual allowance paid in February prohibits the rehire allowance of \$150 from being paid in September.

Employees who arrive for work in inappropriate clothing, or clothing in unsuitable condition (torn, stained, frayed, overly worn, etc.) may be sent home. Time away will not be paid unless vacation or personal holiday is used and the employee may be subject to disciplinary action, up to and including termination.

Seasonal (temporary staff) are not eligible for the annual allowance. Seasonal staff will be eligible for safety footwear reimbursement through the City-wide safety shoe program and subject to those guidelines.

No proration or repayment will be required upon separation.

The allowance will not be eligible to be banked or paid at a future requested date. The City will not collect receipts for validation of items purchased. Additional clothing needing to be replaced or purchased throughout the year will be at the employee's expense and not eligible for reimbursement. Employees may wish to check with a personal tax advisor for eligible personal tax deduction requirements on personal income tax filing.

This clothing allowance is separate from:

- New hire logo wear coupon code
- Safety eyewear benefits
- Clothing provided by DPW for employee usage as outlined in the employee handbook.

Budget: This cost was approved through the 2025 budget process.

Staff Recommended Action:

Staff recommend approving the described process to allow for payroll processing and employee communication. The Employee Handbook will include the approved changes with the next applicable update.



MEMO

Human Resources | Department of Public Works

To: Personnel & Finance Committee

From: Elisa Hodge, HR Director | John Neumeier, Director of Engineering

Date: 2/19/2025

Re: DPW Work Hours Schedule Change

Background information:

The DPW hourly staff have proposed moving from the current work hours schedules to a version of the "Summer Hours" program year-round for that department. The current pay practice for overtime is to calculate the premium pay (1.5x regular rate of pay) on daily hours exceeding 8. The current premiums also pay double time (2x regular rate of pay) on Sunday hours and overtime (1.5x regular rate of pay) on Saturday hours.

Strategic Plan:

The current schedules for DPW are:

4 am - 12 pm M-F or

7:00 am - 3:30 pm M-F ("school year") w/30 minute lunches

4:00 am - 12:30 pm M-Th/4:00 am - 10:00 am F ("summer") or

7:00 am - 3:30 pm M-Th/7:00 am - 1:00 pm F ("summer") no lunches

It is proposed to move all DPW hourly staff and leadership positions to the "Summer" schedules as a year-round schedule. [This does not include the DPW Admin position, which will continue to follow the office hours throughout the year]

The daily overtime for hours worked in excess of 8 hours will be removed and DPW hourly staff will follow the weekly overtime rules in place for other hourly non-exempt departments. In accordance with the Fair Labor Standards Act, weekly overtime is required to be paid for all hours worked in excess of 40 hours in the defined pay week. The City of Kaukauna's pay week is defined as 12:00 am Thursday - 11:59 pm Wednesday.

The proposed benefits of this change are:

- Reduction in lost productivity when employees have to stop working at a location to secure equipment and to drive back to the DPW yard for 30-minute lunches, to then turn around and head back out to a location and re-start work.
 - Seasonal employees under 18 will still be required to follow labor laws regarding breaks and meal periods.
- Increased engagement for employees having flexibility for Friday afternoons for appointments, child care, etc.
- Leadership will have the ability to better manage weekly overtime costs by managing work hours on a future date in the pay week if an employee is required to stay over on an earlier day in the pay week.

Budget:

There is no budget impact anticipated to this change.

Staff Recommended Action:

Staff recommend approving the standard work schedules described to be the standard year-round schedules. The Employee Handbook will include the approved changes with the next applicable update.



MEMO

Human Resources

To: Finance and Personnel Committee

From: Elisa Hodge, Human Resources Director

Date: February 19, 2025

Re: International Association of Firefighters AFL-CIO-Kaukauna Local 1594
Collective Bargaining Agreement for 2025-2027.

The City and the International Association of Firefighters Local 1594 have reached an agreement regarding their Collective Bargaining Agreement for 2025-2027

The attached Tentative Agreement outlines the agreement which includes the following:

1. Article III - Hours of Work:
 - a. Agreement to establish a non-binding committee to study and review a schedule change.
 - b. Agreement to eliminate the practice of not calling employees while on various types of leaves.
2. Article IV - Overtime:
 - a. Clarification of language around exclusion of training time from overtime as related to another subsection of the contract.
3. Article V - Salaries:
 - a. Clarification to the type of paid time for training hours at the straight rate, mileage, and expectation of requesting training time in advance for approval.
4. Article IX - Vacations:
 - a. Change the schedule of vacation eligibility to add 4 days of vacation upon hire date, with no payout if leaving employment within the first year. Prorated for year one (i.e. upon hire date) to be January 1-April 30 = 4 days / May 1 – August 31 = 3 days / September 1 – December 31 = 2 days
5. Article XI - Retirement Hospitalization Plan:
 - a. Add language that states that new hires as of January 1, 2025 and going forward will follow the City Employee handbook as it relates to retiree health insurance and subsidized costs covered.
6. Article XXIII - Grievance Procedures:

- a. Add language requiring the grievance to include statement of facts and specific provisions allegedly violated
 - b. Modify language for Step 3 to state that WERC will submit a list of possible arbitrators (not a specific number of arbitrators).
7. Article XIV - Clothing Allowance:
- a. Increase the clothing allowance from \$450 to \$500
8. Article XVI - Leaves of Absence:
- a. Update language in the section to gender neutral
9. Article XIX - Vacancies and Promotions:
- a. Add a new section to detail that if members are promoted to a non-union position, the member would have a range of up to 180 days from the date of the promotion at either their own discretion or managerial judgment to return to their position within the Union at their previous rank for the purpose of seniority to calculate benefits and vacation provisions.
10. Article XX - Probationary Status-New Employees:
- a. Modify new employee raise to 12 months from 18 months.
11. Salary:
- a. Change the Firefighter/Paramedic – Over 18 Months to Over 12 Months to align with the updated probationary period.
 - b. Add a new level of Firefighter/Paramedic – Over 5 years
 - c. Change the Firefighter/Paramedic – Over 7 years to Over 8 years
 - d. Add a new level of Driver Operator/Paramedic – Over 8 years
 - e. Change Lieutenant/Paramedic – Over 5 Years to Over 4 Years
 - f. Add a new level of Lieutenant/Paramedic – Over 8 Years
 - g. 2025: 1.25% effective December 26, 2024, and 1.25% effective June 26, 2025
 - h. 2026: 3.5% effective December 25, 2025
 - i. 2027: 3.5% effective December 24, 2026

Staff Recommended Action:

Council ratifies the International Association of Firefighters AFL-CIO-Kaukauna Local 1594 Collective Bargaining Agreement for January 1, 2025 – December 31, 2027

**Tentative Agreement for Ratification
Between
The City of Kaukauna
and
International Association of Firefighters
AFL-CIO-Kaukauna Local 1594**

(January 30, 2025)

1. **Article III - Hours of Work** – The parties agree to establish a non-binding study committee to review and consider a schedule change during the term of the contract.
2. The parties also agree they will eliminate the practice of not calling employees on various leaves.
3. **Article IV - Overtime** – As a clarification to existing application only, modify the first sentence of paragraph A. to read:
 - A. All time worked excluding training time, in excess of 72 hours in a nine day schedule, as set forth in Article III above, shall be considered overtime and paid for at the rate of time and one-half such employee’s base rate.
4. **Article V - Salaries** – Modify paragraph C to read:

In addition to the attached wage schedule, it is understood that Firefighters who request through their department head or are required to train during off duty hours, will be paid at the straight time 40hr rate of pay for all classroom/training hours and also reimbursed for mileage from the fire station to and from the training site, required text, tuition, and miscellaneous classroom expenses as approved by the Fire Chief. Firefighters requesting training shall fill out a Request for Training form and approval of such training shall be at the request of the Chief, or his/her designee.
5. **Article IX – Vacations** – Modify section A. 1 to read:
 1. 4 days of vacation upon hire date, with no payout if leaving employment within the first year. (Pro-rated for Year One: Jan. 1 to April 30: 4 days; May 1 to August 31: 3 days; Sept. 1 to December 31: 2 days).
6. **Article XI – Retirement Hospitalization Plan** – Add new paragraph to read:

For those employees hired effective January 1, 2025 and thereafter, employees shall receive the retirement health insurance plan as set forth in the City Personnel Handbook.
7. **Article XXIII – Grievance Procedure** – Modify paragraph A, the introductory sentences in Steps 1 and 2 to read as follows:

Step 1. The grievance shall be presented in writing to the Chief of the Fire Department and include a statement of the facts supporting the grievance and the provisions alleged to have been violated. ...

Step 2. The grievance shall be presented in writing to the Human Resources Director and include a statement of the facts supporting the grievance and the provisions alleged to have been violated. ...

Modify the third sentence of Step 3 (a) to read:

- a. ... Failing to do so, they shall, within ten (10) calendar days of the appeal to the WERC, jointly request the WERC to submit a list of the WERC staff from which the parties will select an arbitrator. ...

8. Article XIV – Clothing Allowance- Increase clothing allowance from \$450 to \$500.

(c) New Hire Clothing Allowance: City will provide new employees with 2 uniform pants, 2 uniform t-shirts and two uniform polos upon hiring, not to be deducted from their clothing allowance.

9. Article XVI – Leaves of Absence:

- i. In (A) sentence 3: “Employees shall be charged sick days only for ~~his~~ their ability to report”
- ii. In (A)(2) sentence 1: “for absences required by ~~his~~ their off-duty”
- iii. In (A)(4): “Employees can request that ~~and~~ the Chief, or ~~his/her~~ the Chief’s designee”

10. Article XIX – Vacancies and Promotions – Add a new section (E) to read:

E. Members of Local 1594 who are promoted to positions outside of the bargaining unit shall be given the opportunity to return to the Union with the rank from which they were promoted. This option will be available for a range of 90 up to 180 calendar days from the date of promotion and shall be allowed either at the employee’s discretion or by managerial judgment. Employees returning to the Union in this fashion shall recover seniority for purposes of benefits and vacation selection.

11. Article XX – Probationary Status – New Employees. Modify the new employee raise from occurring at 18 months to occur at 12 months.

12. Salary

Attached revised wage schedule for 2025, 2026 and 2027. (As a clarification, with the schedule change, employees that might otherwise end up with a reduction in 2025 will be redlined)

APPENDIX A

Salary Schedule

2025

Title	Bi-Weekly	40hr Rate	56hr Rate	Annual
Lieutenant/Paramedic – Over 8 Years	\$3,405.70	\$42.57	\$30.41	\$88,548
Lieutenant/Paramedic – Over 4 Years	\$3,338.93	\$41.74	\$29.81	\$86,812
Lieutenant/Paramedic	\$3,257.49	\$40.72	\$29.08	\$84,695
Driver Operator/Paramedic – Over 10 years	\$3,178.04	\$39.73	\$28.38	\$82,629
Driver Operator/Paramedic – Over 8 years	\$3,131.07	\$39.14	\$27.96	\$81,408
Driver Operator/Paramedic – Over 5 Years	\$3,084.80	\$38.56	\$27.54	\$80,205
Driver Operator/Paramedic	\$3,039.21	\$37.99	\$27.14	\$79,019
Firefighter/Paramedic – Over 8 Years	\$2,965.08	\$37.06	\$26.47	\$77,092
Firefighter/Paramedic – Over 5 Years	\$2,892.76	\$36.16	\$25.83	\$75,212
Firefighter/Paramedic – Over 2 years	\$2,822.21	\$35.28	\$25.20	\$73,377
Firefighter/Paramedic – Over 12 Months	\$2,625.31	\$32.82	\$23.44	\$68,258
Firefighter Base/Paramedic	\$2,442.15	\$30.53	\$21.80	\$63,496
Bi-Weekly Pay Increased 1.25% effective December 26, 2024				

2025

Title	Bi-Weekly	40hr Rate	56hr Rate	Annual
Lieutenant/Paramedic – Over 8 Years	\$3,448.28	\$43.10	\$30.79	\$89,655
Lieutenant/Paramedic – Over 4 Years	\$3,380.66	\$42.26	\$30.18	\$87,897
Lieutenant/Paramedic	\$3,298.21	\$41.23	\$29.45	\$85,753
Driver Operator/Paramedic – Over 10 years	\$3,217.76	\$40.22	\$28.73	\$83,662
Driver Operator/Paramedic – Over 8 years	\$3,170.21	\$39.63	\$28.31	\$82,425
Driver Operator/Paramedic – Over 5 Years	\$3,123.36	\$39.04	\$27.89	\$81,207
Driver Operator/Paramedic	\$3,077.20	\$38.47	\$27.48	\$80,007
Firefighter/Paramedic – Over 8 Years	\$3,002.15	\$37.53	\$26.80	\$78,056
Firefighter/Paramedic – Over 5 Years	\$2,928.92	\$36.61	\$26.15	\$76,152
Firefighter/Paramedic – Over 2 years	\$2,857.49	\$35.72	\$25.51	\$74,295
Firefighter/Paramedic – Over 12 Months	\$2,658.13	\$33.23	\$23.73	\$69,111
Firefighter Base/Paramedic	\$2,472.68	\$30.91	\$22.08	\$64,290
Bi-Weekly Pay Increased 1.25% effective June 26, 2025				

2026

Title	Bi-Weekly	40hr Rate	56hr Rate	Annual
Lieutenant/Paramedic – Over 8 Years	\$3,568.96	\$44.61	\$31.87	\$92,793
Lieutenant/Paramedic – Over 4 Years	\$3,498.99	\$43.74	\$31.24	\$90,974
Lieutenant/Paramedic	\$3,413.64	\$42.67	\$30.48	\$88,755
Driver Operator/Paramedic – Over 10 years	\$3,330.38	\$41.63	\$29.74	\$86,590
Driver Operator/Paramedic – Over 8 years	\$3,281.17	\$41.01	\$29.30	\$85,310
Driver Operator/Paramedic – Over 5 Years	\$3,232.68	\$40.41	\$28.86	\$84,050
Driver Operator/Paramedic	\$3,184.90	\$39.81	\$28.44	\$82,807
Firefighter/Paramedic – Over 8 Years	\$3,107.22	\$38.84	\$27.74	\$80,788
Firefighter/Paramedic – Over 5 Years	\$3,031.44	\$37.89	\$27.07	\$78,817
Firefighter/Paramedic – Over 2 years	\$2,957.50	\$36.97	\$26.41	\$76,895
Firefighter/Paramedic – Over 12 Months	\$2,751.16	\$34.39	\$24.56	\$71,530
Firefighter Base/Paramedic	\$2,559.22	\$31.99	\$22.85	\$66,540
Bi-Weekly Pay Increased 3.5% effective December 25, 2025				

2027

Title	Bi-Weekly	40hr Rate	56hr Rate	Annual
Lieutenant/Paramedic – Over 8 Years	\$3,693.88	\$46.17	\$32.98	\$96,041
Lieutenant/Paramedic – Over 4 Years	\$3,621.45	\$45.27	\$32.33	\$94,158
Lieutenant/Paramedic	\$3,533.12	\$44.16	\$31.55	\$91,861
Driver Operator/Paramedic – Over 10 years	\$3,446.95	\$43.09	\$30.78	\$89,621
Driver Operator/Paramedic – Over 8 years	\$3,396.01	\$42.45	\$30.32	\$88,296
Driver Operator/Paramedic – Over 5 Years	\$3,345.82	\$41.82	\$29.87	\$86,991
Driver Operator/Paramedic	\$3,296.37	\$41.20	\$29.43	\$85,706
Firefighter/Paramedic – Over 8 Years	\$3,215.98	\$40.20	\$28.71	\$83,615
Firefighter/Paramedic – Over 5 Years	\$3,137.54	\$39.22	\$28.01	\$81,576
Firefighter/Paramedic – Over 2 years	\$3,061.01	\$38.26	\$27.33	\$79,586
Firefighter/Paramedic – Over 12 Months	\$2,847.45	\$35.59	\$25.42	\$74,034
Firefighter Base/Paramedic	\$2,648.79	\$33.11	\$23.65	\$68,869
Bi-Weekly Pay Increased 3.5% effective December 24, 2026				