ORDINANCE NO._____

AN ORDINANCE SETTING FORTH AN ITEMIZED ESTIMATE OF THE EXPENSE OF CONDUCTING EACH DEPARTMENT, DIVISION AND OFFICE OF THE MUNICIPAL GOVERNMENT OF THE CITY OF FORT WORTH FOR THE ENSUING FISCAL YEAR BEGINNING OCTOBER 1, 2012, AND ENDING SEPTEMBER 30, 2013, AND APPROPRIATING MONEY FOR THE VARIOUS FUNDS AND PURPOSES OF SUCH ESTIMATE; PROVIDING FOR PUBLIC HEARINGS UPON THIS ORDINANCE BEFORE THE ENTIRE CITY COUNCIL SITTING AS A COMMITTEE OF THE WHOLE; AND PROVIDING A SEVERABILITY CLAUSE; AND PROVIDING A SAVINGS CLAUSE FOR THE REPEAL OF ALL ORDINANCES AND APPROPRIATIONS IN CONFLICT WITH THE PROVISIONS OF THIS ORDINANCE; AND PROVIDING FOR THE PUBLICATION AND FINAL PASSAGE THEREOF.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF FORT WORTH, TEXAS:

SECTION 1.

That the appropriation for the ensuing fiscal year beginning October 1, 2012, and ending September 30, 2013, for the different departments and purposes of the City of Fort Worth be fixed and determined as follows:

I. GENERAL FUND

1.	City Attorney	$5,896,247
2.	City Auditor	$2,608,330
3.	City Manager	$6,720,508
4.	City Secretary	$1,082,740
5.	Code Compliance	$17,570,149
6.	Financial Management Services	$7,265,493
7.	Fire	$121,322,144
8.	Housing and Economic Development	$5,129,598

9.	Human Resources	$3,733,152
10.	Library	$18,516,242
11.	Municipal Court	$17,238,839
12.	Non-Departmental	$73,639,064
13.	Parks Community Services	$42,858,260
14.	Planning and Development	$12,127,542
15.	Police	$199,787,614
16.	Transportation and Public Works	$48,098,657
	GENERAL FUND TOTAL	$583,594,579

II. CIVIL SERVICE STAFFING

Police Department:

Civil service staffing for the Police Department on October 1, 2012, will consist of 1,594 Authorized Positions as follows: 1,150 officers, 212 detectives, 164 sergeants, 46 lieutenants, 14 captains, 5 majors and 3 deputy chiefs.

Fire Department:

Civil service staffing for the Fire Department on October 1, 2012, will consist of 908 Authorized Positions as follows: 468 firefighters, 201 engineers, 122 lieutenants, 86 captains, 24 battalion chiefs, 4 division chiefs and 3 deputy chiefs.

This ordinance does not create a new classification, rank, or position within the Police Department or the Fire Department. This ordinance does not authorize any change to the number of positions in any existing classification or create any vacancies within the Police Department or the Fire Department.

Attached as Addendum A, and made a part of this ordinance by incorporation, are the salary schedules for Fort Worth Fire Department civil service classifications below the classification of Division Chief and Fort Worth Police Department civil service classifications below the classification of Major for the fiscal year beginning October 1, 2012. These schedules set out the annual base pay for each listed civil service classification in the Fort Worth Fire Department and in the Fort Worth Police Department and provide for additional seniority pay as determined by each civil service employee's anniversary date. The seniority pay provided for in this ordinance is in addition to and not in lieu of the longevity pay provided for by Texas Local Government Code section 141.032.

III. CAPITAL PROJECTS SERVICES FUND

The Capital Projects Services Fund shall be provided with such revenue as may be secured from in-house charges to City departments for the provision of engineering services and other such sources as shown by other ordinances heretofore passed, and such money shall be used to meet the requirements of the Capital Projects Services, as provided in the budget of the City Manager, which includes a total Capital Projects Services Fund appropriation of $15,384,983.

IV. CRIME CONTROL AND PREVENTION DISTRICT FUND

The Crime Control and Prevention District Fund shall be provided with such revenue as shall be appropriated to same by the Fort Worth Crime Control and Prevention District in accordance with law, and such money shall be used as provided for by law and the purposes specified by the Fort Worth Crime Control and Prevention District, and as provided in the budget of

the City Manager, which includes a total Crime Control and Prevention District Fund appropriation of $54,711,925.

V. CULTURE AND TOURISM FUND

The Culture and Tourism Fund shall be provided with such revenue as may be secured from the Hotel/Motel Occupancy Tax and other sources as shown by other ordinances heretofore passed, and such money shall be used to meet the requirements of the Culture and Tourism Fund, as provided in the budget of the City Manager, which includes a total Culture and Tourism Fund appropriation of $33,457,613.

VI. ENVIRONMENTAL PROTECTION FUND

The Environmental Protection Fund shall be provided with such revenue as may be secured from the City's environmental protection fee and other such sources as may become available from environmental projects, and such money shall be used to meet the requirements of the Environmental Protection Fund, as provided in the budget of the City Manager, which includes a total Environmental Protection Fund appropriation of $5,237,257.

VII. EQUIPMENT SERVICES FUND

The Equipment Services Fund shall be provided with such revenue as may be secured from in-house charges to City departments for the performance of maintenance and other operations at the City's three service centers, and other sources as shown by other ordinances heretofore passed, and such money shall be used to meet the requirements of the Equipment Services Fund, as provided in

the budget of the City Manager, which includes a total Equipment Services Fund appropriation of $27,626,189.

VIII. GROUP HEALTH AND LIFE INSURANCE FUND

The Group Health and Life Insurance Fund shall be provided with such revenue as may be secured from City contributions from each operating department/fund, from contributions from employees and retirees, and from the various sources included in the budget of the City Manager, and such money shall be used to meet the requirements of the Group Health and Life Insurance Fund, as provided in the budget of the City Manager, which includes a total Group Health and Life Insurance Fund appropriation of $98,527,867.

IX. INFORMATION SYSTEMS FUND

The Information Systems Fund shall be provided with such revenue as may be secured from in-house transfers from City departments for the provision of basic telephone line service, maintenance of telephone lines and instruments, lease/purchase of telephone instruments and other equipment, support in the operation and maintenance of personal computers, design, fabrication, procurement, installation and maintenance of electronic equipment, maintenance of the trunk system, and other sources as shown by other ordinances heretofore passed, and such money shall be used to meet the requirements of the Information Systems Fund, as provided in the budget of the City Manager, which includes a total Information Systems Fund appropriation of $23,916,653.

X. LAKE WORTH TRUST FUND

The Lake Worth Trust Fund shall be provided with such revenue as may be secured from sales

and leases of Lake Worth properties and other sources, as shown in the budget of the City Manager, and such money shall be used to meet requirements of the Lake Worth Trust Fund, as provided in the budget of the City Manager, which includes a total Lake Worth Trust Fund appropriation of $259,051.

XI. MUNICIPAL AIRPORTS FUND

The Municipal Airports Fund shall be provided with such revenue as may be secured from the various sources included in the budget of the City Manager, and such money shall be used to meet the requirements of the Municipal Airports Fund, as provided in the budget of the City Manager, which includes a total Municipal Airports Fund appropriation of $4,914,113.

XII. MUNICIPAL GOLF FUND

The Municipal Golf Fund shall be provided with such revenue as may be secured from the Pecan Valley, Rockwood, Z. Boaz, Meadowbrook, and Sycamore Creek Golf Courses and other sources as shown by other ordinances heretofore passed, and such money shall be used to meet the requirements of the Municipal Golf Fund, as provided in the budget of the City Manager, which includes a total Municipal Golf Fund appropriation of $4,965,011.

XIII. MUNICIPAL PARKING FUND

The Municipal Parking Fund shall be provided with such revenue as may be secured from commercial off-street parking to employees and citizens and commercial office space leases in the Municipal Parking Garage and other sources as shown by other ordinances heretofore passed, and such money shall be used to meet the requirements of the Municipal Parking Fund, as provided in

the budget of the City Manager, which includes a total Municipal Parking Fund appropriation of $6,567,114.

XIV. OFFICE SERVICES FUND

The Office Services Fund shall be provided with such revenue as may be secured from in-house charges to City departments for the provision of microfilming and office copying services, printing and graphics services, plus other in-house functions such as messenger and mail services, and other sources as shown by other ordinances heretofore passed, and such money shall be used to meet the requirements of the Office Services Fund, as provided in the budget of the City Manager, which includes a total Office Services Fund appropriation of $1,640,733.

XV. RED LIGHT ENFORCEMENT FUND

The Red Light Enforcement Fund shall be provided with such revenue as may be secured from the automatic red light camera enforcement program and other sources as shown by other ordinances heretofore passed, and such money shall be used to meet the requirements of the Red Light Enforcement Program, as provided in the budget of the City Manager, which includes a total Red Light Enforcement Fund appropriation of $11,528,514.

XVI. RISK MANAGEMENT FUND

The Risk Management Fund shall be provided with such revenue as may be secured from City contributions from each operating fund and from the various sources included in the budget of the City Manager, and such money shall be used to meet the requirements of the Risk Management Fund, as provided in the budget of the City Manager, which includes a total Risk Management

Fund appropriation of $8,029,712.

XVII. SOLID WASTE FUND

The Solid Waste Fund shall be provided with such revenue as may be secured from the collection of municipal solid waste and other sources as shown by other ordinances heretofore passed, and such money shall be used to meet the requirements of the Solid Waste Fund, as provided in the budget of the City Manager, which includes a total appropriation for the Solid Waste Fund of $55,545,523.

XVIII. SPECIAL TRUST FUND

The Special Trust Fund shall be provided with such revenue as may be secured from contributions, gifts, and transfers from entities, groups, organizations, or outside sources; and such money shall be used to fund operations in the General Fund and for other specific purposes, which includes a total Special Trust Fund estimated appropriation of $6,773,257. The total estimate is appropriated to the following departments/funds, and contributed by the listed potential donors:

1. City Manager's Office $41,000

Potential Donors: Aetna, American Airlines, Artes de la Rosa, Bank of America, Bass Hall for the Performing Arts, Coca Cola Bottling Co., Easter Seals Greater Northwest Texas, Fiesta, Fort Worth Catholic Charities, Fort Worth Chamber of Commerce, Fort Worth Hispanic Chamber of Commerce, Fort Worth Independent School District, Fort Worth Museum of Science and History, Fort Worth Modern Art Museum,

Fort Worth Promotion Fund c/o Mayor's Office, Fort Worth Transportation Authority, Friends of the Fort Worth Public Library, Inc, Fort Worth Public Library Foundation, Goodwill, JPS Health Network, Junior League of Fort Worth, KERA, Mental Health Connection, Metropolitan Black Chamber of Commerce, Multicultural Alliance, Starbucks, State Farm Insurance, Tarrant County College, Tarrant County Government, Tarrant County MHMR, Texas Christian University, Texas Health Resources, Texas Wesleyan University, University of Texas at Arlington, United Way of Tarrant County, Workforce Solutions for Tarrant County, Q Cinema, individual citizen donations and other corporate donations.

2. Code Compliance $1,450,000

Potential Donors: Wal-Mart, PetSmart, Inc., PetSmart Charities, Sid W. Richardson Foundation, Sophie S. Bass Foundation, Federal Express, Cowtown Loves Shelter Pets, Animal Control Agencies, J.C. Penney, Fort Worth citizens, rescue agencies, individual citizen and anonymous donors.

3. Fire $151,018

Potential Donors: Tarrant County, Wal-Mart and Sam's Club Foundation, Fire Safety Education Trust, individual citizen donations and other corporate donations.

4. Housing and Economic Development $5,000

Potential Donors: United States Department of Housing and Urban Development, Fannie Mae Foundation, Fort Worth Housing Authority,

Bank of America Home Loans, Tejas Realty, Century 21-Keller, DFW Metro Housing, Southwest Bank, Texas Foreclosure Prevention Task Force, HOPE Partnership, and other housing service organizations, real estate brokers or mortgage companies.

5. Library $750,000

Potential Donors: Friends of the Fort Worth Public Library, Inc., The Fort Worth Public Library Foundation, Hazel Vaughn Leigh Trust, and Gray Trust, North Texas Library Partners, Woodhaven Community Development, Inc., Patrons of East Regional Library, and Addie Levy Trust.

6. Parks and Community Services $3,700,000

Potential Donors: Fort Worth Garden Club, Fort Worth Botanical Society Fuller Foundation, Amon G. Carter Foundation, Mayfest, Inc., Streams and Valleys, Inc., Chesapeake, Johnson Controls, TXU Energy, Oncor, ATMOS Energy, Summer Day Camp Registrants, Friends of the Fort Worth Nature Center, Log Cabin Village Heritage Foundation, Van Zandt Cottage, Nature Center Conservancy, Youth Programs Registrants, Sports Advisory Council, Community Action Partners, Community Centers Advisory Group, Fitness and Recreational Program Registrants, Log Cabin Village, Texas Department of Human Services, Fort Worth Independent School District, Optimist Club, Texas Department of Agriculture, Mobile Recreation Registrants, XTO Energy, Quicksilver Resources, Contract Program Registrants, Fort Worth Lawn and Sprinkler, E Developments,

Fresnel Technologies, Pier 1 Imports, Carter & Burgess, Lockheed Martin, Speedway Children's Charities, Fort Worth & Western Railroad, Reilly Family Foundation, Texas International Energy Partners, Impart Financial, Kline & Co., Southside Bank, The Ryan Foundation, Dubose Family Foundation, Kensington Properties, Justin Brands, Inc., Southwestern Exposition & Livestock, Collins& Mott LP, Perdue, Brandon, Fielder, Collins, Dunaway Associates, LP, Quarles, Westside Unitarian Universalist Church, Tarlelton State University, JP Morgan Bank, Freese-Nichols, Inc., Quorum Architects, Inc., Individual Donors, Randy Parham, DDS, Sid Richardson Foundation, Fort Worth Water Department, Goff Family Foundation, Southwest Water, Fort Worth Dog Park Association, The Human Source Foundation, individual citizen donations and other corporate donations.

7. Police $666,239

Potential Donors: Foundation, In Memoriam, FWPD Bike Support FWPOA, FWBLEOA, FWLPOA, Bank of Texas, Cash America, National Association of Town Watch, Burros Promotional, Best Impressions, Enviro-Health Systems, Elliott Inc., CVS, Inc., TigerDirect.com, Office Depot, Wal-Mart Foundation, Home Depot, Sports Authority, FedEx Kinko's, Bass Security, Life Fitness, Corporate Express, Best Buy, Kroger Grocery Store, RBI Productions, Supercircuits Inc, Tech Depot, Rent-A-Center, GT Distributors, Corporate Safe Specialists, Sam's Club Foundation, Target, BCI Technologies, Medica-Rents Company, Wiley X

Eyewear, Videology Imaging, Western Hills North Neighborhood Association, Cobham Tracking, AT&T, Kaploss Security, Clickit, John Peterson, Fit For Life, Chesapeake and Anonymous Donors, Police Officers Award Group, and other private and corporate donations.

8. Solid Waste $10,000

Potential Donors: Bell Helicopter Textron, Coca Cola Bottling Company of North Texas, Fort Worth Star Telegram, Miller Brewing Company, Lockheed Martin, TXU Electric, Burlington Northern Sante Fe Corporation, Tandy RadioShack, Motorola, Green Mountain Energy, Carter Burgess, Silver Creek Materials, Chesapeake Energy Corporation, XTO Energy and Ozarka Spring Water Company, Wal-Mart, Waste Management, Inc. and other corporate donations.

XIX. STORMWATER UTILITY FUND

The Stormwater Utility Fund shall be provided with such revenue as may be secured from the provision of Stormwater services, and such money shall be used to meet the requirements of the Stormwater Utility Fund, as provided in the budget of the City Manager, which includes a total Stormwater Utility Fund appropriation of $34,694,219.

XX. TEMPORARY LABOR FUND

The Temporary Labor Fund shall be provided with such revenue as may be secured from in-house charges to City departments for the provision of temporary labor services and other such sources as shown by other ordinances heretofore passed, and such money shall be used to meet the

requirements of the Temporary Labor Fund, as provided in the budget of the City Manager, which includes a total Temporary Labor Fund appropriation of $1,053,878.

XXI. UNEMPLOYMENT COMPENSATION FUND

The Unemployment Compensation Fund shall be provided with such revenue as may be secured by contributions from City operating funds and from the various sources included in the budget of the City Manager, and such money shall be used to meet the requirements of the Unemployment Compensation Fund, as provided in the budget of the City Manager, which includes a total Unemployment Compensation Fund appropriation of $721,037.

XXII. WATER AND SEWER FUND

The Water and Sewer Fund shall be provided with such revenue as may be secured from the sale of water, sewer services, and other sources as shown by other ordinances heretofore passed, and such money shall be used to meet the requirements of the Water and Sewer Fund as provided in the budget of the City Manager, which includes a total appropriation for the Water and Sewer Fund of $378,163,041.

XXIII. WORKERS' COMPENSATION FUND

The Workers' Compensation Fund shall be provided with such revenue as may be secured from City contributions from each operating department/fund and from the various sources included in the budget of the City Manager, and such money shall be used to meet the requirements of the Workers' Compensation Fund, as provided in the budget of the City Manager, which includes a total Workers' Compensation Fund appropriation of $12,665,601.

SECTION 2.

That all appropriation ordinances approved by the City Council effecting this budget for the ensuing fiscal year beginning October 1, 2012, and ending September 30, 2013, are hereby ratified and incorporated into the same.

SECTION 3.

That the distribution and division of the above named appropriations be made in accordance with the budget of expenditures submitted by the City Manager and as revised by the City Council in accordance with the provisions of the City Charter and adopted by the City Council, which budget is made a part of this ordinance by reference thereto and shall be considered in connection with the expenditures of the above appropriations.

SECTION 4.

That on Tuesday, August 7, 2012, the City Manager presented to the City Council his budget estimate; that the City Council of the City of Fort Worth shall sit as a committee of the whole in the Council Chamber at the City Hall in the City of Fort Worth on the 14th day of August, A.D. 2012, at 7:00 o'clock P.M., to hear any complaints, suggestions, or observations that any citizen, taxpayer, or party interested may desire to make with reference to any or all of the provisions of this ordinance; and that such committee shall continue its deliberations from time to time and day to day until the public has been given a full opportunity to be heard.

SECTION 5.

That following the commencement of the public hearings for which provision has been made in the preceding section this ordinance shall be published two times.

SECTION 6.

That this ordinance shall be first published in the official newspaper of the City of Fort Worth, which newspaper is one of general circulation in said City, after its initial reading.

SECTION 7.

That this ordinance shall not be presented for second reading and final passage until ten (10) full days have elapsed after its first publication, as provided by the Charter of said City.

SECTION 8.

That following the second reading and final passage, this ordinance shall again be published in the official newspaper of the City of Fort Worth along with a schedule of changes made by the City Council to the City Manager's originally proposed budget.

SECTION 9.

That should any part, portion, section, or part of a section of this ordinance be declared invalid or inoperative or void for any reason by a court of competent jurisdiction, such decision, opinion, or judgment shall in no way affect the remaining portions, parts, sections, or parts of sections of this ordinance, which provisions shall be, remain, and continue to be in full force and effect.

SECTION 10.

That all ordinances and appropriations for which provisions have heretofore been made are hereby expressly repealed if in conflict with the provisions of this ordinance.

SECTION 11.

That this ordinance shall take effect and be in full force and effect from and after the date of its passage and publication as required by the Charter of the City of Fort Worth, and it is so ordained.

APPROVED AS TO FORM AND LEGALITY:

_____
Sarah J. Fullenwider
City Attorney

Introduced on First Reading: August 14, 2012

Adopted: _____

Effective: _____

FY2013#

Job Code	Title	Base Pay A Base Pay	1st Year B Base +1	2nd Year C Base +2	3rd Year D Base +3	4th Year E Base +4	6th Year F Base +5	8th Year G Base +6	10th Year H Base +7	12th Year I Base +8	14th Year J Base +9	16th Year K Base +10
X03 /	**POLICE OFFICER**	25.09	26.34	27.66	29.04	30.49	31.25	32.03	32.83	33.65	35.33	37.16
1001	**MO**	$4,348.93	$4,565.60	$4,794.40	$5,033.60	$5,284.93	$5,416.67	$5,551.87	$5,690.53	$5,832.67	$6,123.87	$6,441.07
	AN	$52,187.20	$54,787.20	$57,532.80	$60,403.20	$63,419.20	$65,000.00	$66,622.40	$68,286.40	$69,992.00	$73,486.40	$77,292.80
	OT*	$37.64	$39.51	$41.49	$43.56	$45.74	$46.88	$48.05	$49.25	$50.48	$53.00	$55.74

		4th Year E Base Pay	6th Year F Base +1	8th Year G Base +2	10th Year H Base +3	12th Year I Base +4	14th Year J Base +5	16th Year K Base +6
X04 /	**POLICE CORPORAL**	33.66	34.50	35.36	36.24	37.15	39.01	41.02
1002	**4 years**	**MO** $5,834.40	$5,980.00	$6,129.07	$6,281.60	$6,439.33	$6,761.73	$7,110.13
		AN $70,012.80	$71,760.00	$73,548.80	$75,379.20	$77,272.00	$81,140.80	$85,321.60
		OT* $50.49	$51.75	$53.04	$54.36	$55.73	$58.52	$61.53

		6th year F Base Pay	8th Year G Base +1	10th Year H Base +2	12th Year I Base +3	14th Year J Base +4	16th Year K Base +5
X07 /	**POLICE SERGEANT**	38.04	38.99	39.96	40.96	43.01	45.20
1003	**7 years**	**MO** $6,593.60	$6,758.27	$6,926.40	$7,099.73	$7,455.07	$7,834.67
		AN $79,123.20	$81,099.20	$83,116.80	$85,196.80	$89,460.80	$94,016.00
		OT* $57.06	$58.49	$59.94	$61.44	$64.52	$67.80

		10th year H Base Pay	12th Year I Base +1	14th Year J Base +2	16th Year K Base +3
X08 /	**POLICE LIEUTENANT**	44.03	45.13	47.39	49.83
1004	**10 years**	**MO** $7,631.87	$7,822.53	$8,214.27	$8,637.20
		AN $91,582.40	$93,870.40	$98,571.20	$103,646.40
		OT* $66.05	$67.70	$71.09	$74.75

		12th year I Base Pay	14th Year J Base +1	16th Year K Base +2
X09 /	**POLICE CAPTAIN**	49.78	52.27	54.93
1005	**13 years**	**MO** $8,628.53	$9,060.13	$9,521.20
		AN $103,542.40	$108,721.60	$114,254.40
		OT* $74.67	$78.41	$82.40

During 4th year of contract, all officers received 3.25%. Those individuals that were beyond the "L" step from previous years were on the "K" step for the FY11-12 pay plan. These individuals have caught up to the pay due in part because the last 2 steps were transformed into 5% steps. The last step (for 16th year of service) in FY11-12 cycle was intentionally calculated beyond the 5% step amount (difference between step J & K) for each rank in order to encompass all officers to be within the step plan in the final year of the initial term of the contract.

*All listed overtime rates are estimated minimum overtime rates reflecting base pay only. Actual overtime rates will also include other eligible pay elements for each individual officer.

#In accordance with the terms of the current Meet and Confer Agreement, FY2013 is the "evergreen" period, and the FY2011-12 pay plan remains in effect until such time as negotiations between the City and the Fort Worth Police Officers Association have been completed. If a new contract is adopted during the fiscal year, a new pay plan may need to be adopted to reflect the terms of the new agreement.

FY2013

AVERAGE 56 HOUR SCHEDULE

Title	Job Code		A	B	C	D	E	F
FIRE FIGHTER	Y01 / 1032	HR	$17.06	$17.91	$18.81	$19.75	$20.74	$21.77
		MO	$4,141	$4,347	$4,564	$4,793	$5,032	$5,283
		AN	$49,691	$52,166	$54,766	$57,512	$60,382	$63,398
		OT*	$25.59	$26.87	$28.22	$29.63	$31.11	$32.66
FIRE ENGINEER	Y02 / 1031	HR	$22.69	$23.83				
		MO	$5,507	$5,782				
		AN	$66,082	$69,389				
		OT*	$34.04	$35.75				
FIRE LIEUTENANT	Y03 / 1030	HR	$24.91	$26.15				
		MO	$6,044	$6,346				
		AN	$72,530	$76,149				
		OT*	$37.37	$39.23				
FIRE CAPTAIN	Y04 / 1029	HR	$27.77	$29.16				
		MO	$6,739	$7,075				
		AN	$80,870	$84,906				
		OT*	$41.66	$43.74				
FIRE BATTALION CHIEF	Y05 / 1028	HR	$31.73	$33.31				
		MO	$7,700	$8,084				
		AN	$92,394	$97,011				
		OT*	$47.59	$49.97				

40 HOUR SCHEDULE

Job Title	Job Code		A	B	C	D	E	F
FIRE FIGHTER	Y01 / 1032	HR	$23.89	$25.08	$26.33	$27.65	$29.03	$30.48
		MO	$4,141	$4,347	$4,564	$4,793	$5,032	$5,283
		AN	$49,691	$52,166	$54,766	$57,512	$60,382	$63,398
		OT*	$35.84	$37.62	$39.50	$41.48	$43.55	$45.72
FIRE ENGINEER	Y02 / 1031	HR	$31.77	$33.36				
		MO	$5,507	$5,782				
		AN	$66,082	$69,389				
		OT*	$47.66	$50.04				
FIRE LIEUTENANT	Y03 / 1030	HR	$34.87	$36.61				
		MO	$6,044	$6,346				
		AN	$72,530	$76,149				
		OT*	$52.31	$54.92				
FIRE CAPTAIN	Y04 / 1029	HR	$38.88	$40.82				
		MO	$6,739	$7,075				
		AN	$80,870	$84,906				
		OT*	$58.32	$61.23				
FIRE BATTALION CHIEF	Y05 / 1028	HR	$44.42	$46.64				
		MO	$7,700	$8,084				
		AN	$92,394	$97,011				
		OT*	$66.63	$69.96				

*All listed overtime rates are estimated minimum overtime rates reflecting base pay only. Actual overtime rates will also include other eligible pay elements for each individual firefighter.