

# MEMORANDUM



TO: Michael Scheidt, President-Tempe Firefighter’s Unit

FROM: Human Resources

DATE: July 1, 2024

SUBJECT: FY 2024/25 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, 2024. The new FY 2024/2025 rates are as follows:

FIREFIGHTER AND FIREFIGHTER PARAMEDIC STEP PLAN						
	FISCAL YEAR 2022 / 23		FISCAL YEAR 2024 / 25			
	FIREFIGHTER Annualized Salary (not including OT)	FIREFIGHTER PARAMEDIC Annualized Salary (not including OT)	FIREFIGHTER Annualized Salary (not including OT)	FIREFIGHTER NAHRLY (56 hr/wk)	FIREFIGHTER PARAMEDIC Annualized Salary (not including OT)	FIREFIGHTER PARAMEDIC NAHRLY (56 hr/wk)
Assigned as Recruit - 40 hours*	\$52,078		\$54,347	\$26.128365		
Upon Graduation from Academy	\$57,895		\$60,417	\$20.747596		
1 Year from Academy Graduation	\$60,790	\$66,869	\$63,438	\$21.785027	\$69,782	\$23.963599
2 Years from Academy Graduation	\$63,829	\$70,212	\$66,610	\$22.874313	\$73,271	\$25.161745
3 Years from Academy Graduation	\$67,021	\$73,723	\$69,941	\$24.018201	\$76,935	\$26.419986
4 Years from Academy Graduation	\$70,372	\$77,409	\$73,438	\$25.219093	\$80,781	\$27.740728
5 Years from Academy Graduation	\$73,890	\$81,280	\$77,110	\$26.480082	\$84,820	\$29.127747
6 Years from Academy Graduation	\$77,585	\$85,344	\$80,965	\$27.803915	\$89,062	\$30.584478

## FIRE ENGINEER AND FIRE CAPTAIN

	FISCAL YEAR 2022 / 23 Based on July 2022 market		FISCAL YEAR 2024 / 25 Based on July 2024 market		
	Annualized Salary (not including OT)	Percentage Between Various Assignments and With or Without Medic Pay	Annualized Salary (not including OT)	Percentage Between Various Assignments and With or Without Medic Pay	NAHRLY
Fire Engineer Upon Promotion (56 hr/wk)	\$92,476		\$98,461		\$33.812157
Fire Engineer Medic Upon Promotion (56 hr/wk)	\$101,724	10% more than Fire Engineer	\$108,307	10% more than Fire Engineer	\$37.193338
Fire Engineer (40 Hour Assignment)	\$100,799	9% more than Fire Engineer	\$107,322	9% more than Fire Engineer	\$51.597115
Fire Engineer Medic (40 Hour Assignment)	\$110,879	10% more than Fire Engineer (40 Hr Assignment)	\$118,054	10% more than Fire Engineer (40 Hr Assignment)	\$56.756731
Fire Captain (56 Hour Assignment)	\$106,061		\$110,535		\$37.958448
Fire Captain Medic (56 Hour Assignment)	\$116,667	10% more than Fire Captain	\$121,589	10% more than Fire Captain	\$41.754464
Fire Captain (40 Hour Assignment)	\$115,606	9% more than Fire Captain	\$120,483	9% more than Fire Captain	\$57.924519
Fire Captain Medic (40 Hour Assignment)	\$127,167	10% more than Fire Captain (40 Hr Assignment)	\$132,531	10% more than Fire Captain (40 Hr Assignment)	\$63.716827

**EMERGENCY MEDICAL TECHNICIAN STEP PLAN**

	FISCAL YEAR 2022 / 23 Based on July 2022 market		FISCAL YEAR 2024 / 25 Based on July 2024 market	
	Annualized Salary (not including OT)	BASE HOURLY	Annualized Salary (not including OT)	BASE HOURLY
Hire Date	\$35,186	\$16.916346	\$36,719	\$17.653365
1 year after Hire Date	\$36,945	\$17.762019	\$38,555	\$18.536057
2 year after Hire Date	\$38,792	\$18.650000	\$40,482	\$19.462500

Non-Sworn EMT annual salary will be tied to the Firefighter market increases.

**EMERGENCY PARAMEDIC STEP PLAN**

	FISCAL YEAR 2022 / 23 Based on July 2022 market		FISCAL YEAR 2024 / 25 Based on July 2024 market	
	Annualized Salary (not including OT)	BASE HOURLY	Annualized Salary (not including OT)	BASE HOURLY
Hire Date	\$42,128	\$20.253846	\$43,963	\$21.136057
1 year after Hire Date	\$44,234	\$21.266346	\$46,161	\$22.192788
2 year after Hire Date	\$46,446	\$22.329808	\$48,470	\$23.302884
3 year after Hire Date	\$48,767	\$23.445673	\$50,892	\$24.467307
4 year after Hire Date	\$51,207	\$24.618750	\$53,438	\$25.691346

Non-Sworn Paramedic annual salary will be tied to the Firefighter market increases.