

# **MEMORANDUM OF UNDERSTANDING**

between the City of Mesa

and the United Mesa Fire Fighters Association - IAFF Local 2260

July 1, 2026 – June 30, 2029

## **Foreword**

This Memorandum of Understanding (“MOU”) is made and entered into between the City of Mesa (“City”) and the United Mesa Firefighters Association – IAFF Local 2260 (“UMFFA”). For purposes of this MOU only, the UMFFA is the designated Employee Organization for the Mesa Fire and Medical Department, representing sworn Fire employees up to and including the rank of captain.

## **Preamble**

Pursuant to Article II, Section 205(D) of the Mesa City Charter, this MOU sets forth the agreements reached between the City and the UMFFA with respect to wages, compensation, hours, non-health related benefits, and working conditions not covered under the City of Mesa Personnel Rules or state or federal law.

## **Article 1 Implementation**

This MOU shall be effective and implemented upon an annual appropriation of funds and approval by the Mesa City Council. The City Council may modify or terminate this MOU if it determines that funds are not available during the fiscal year or if the funds are not included in the annual City Council approved budget.

## **Article 2 Term**

The term of this MOU shall commence at 12:00 a.m. on July 1, 2026. If the City Council has not approved the MOU before 12:00 a.m. on July 1, 2026, then the term of the MOU shall commence at 12:00 a.m. on the day following approval of the MOU by the Council. The MOU shall expire and otherwise be fully terminated at 11:59 p.m. on June 30, 2029.

## **Article 3 Wages and Compensation**

### **3.1 Market Adjustment and Merit Increases**

Effective July 1, 2026, the pay range for the Firefighter, Fire Engineer, and Fire Captain classifications, and each incremental step therein, will be adjusted three percent (3%) higher.. The adjustments are set forth in Exhibit A to this MOU, which is attached and incorporated herein by this reference. Exhibit A shall be updated annually to reflect any increases to the maximum rate of pay.

Effective July 1, 2026, sworn Fire employees up to and including the rank of captain (hereinafter “Members”) who are not on initial regular probation, who have an overall “Successful” annual performance evaluation for the fiscal year (“FY”) 2025/26 review period, and who have not reached the maximum compensation in their job classification (i.e. “topped out”) will receive an additional five percent (5%) step increase (on top of the market adjustment). Members who are within five percent (5%) of topping out will receive the appropriate percentage step increase that brings them to the top of their pay range.

Effective July 1, 2027, Members who are not on initial regular probation, who have an overall “Successful” annual performance evaluation for the FY26/27 review period, and who have not topped out will receive a five percent (5%) step increase. Members who are within five percent (5%) of topping out will receive the appropriate percentage step increase that brings them to the top of their pay range.

Effective July 1, 2028, the City will provide a salary adjustment to the market average not to exceed three percent (3%), based on the current benchmark cities.

Effective July 1, 2028, Members who are not on initial City probation, who have an overall “Successful” annual performance evaluation for the FY27/28 review period, and who have not topped out will receive a five percent (5%) step increase. Members who are within five percent (5%) of topping out will receive the appropriate percentage step increase that brings them to the top of their pay range.

### **3.2 Market Study**

The City will conduct a market study during FY26/27 to determine if Member wages are commensurate with the market average. Any market adjustment deemed necessary to keep Member salary ranges commensurate with the market will go into effect on July 1, 2027, provided the City Council has approved and appropriated the funds.

Comparable market cities to be used for the term of this MOU are Chandler, Glendale, Phoenix, Scottsdale, and Tempe.

### **3.3 Uniform Allowance**

Members will receive eight hundred fifty dollars (\$850.00) in uniform vouchers each fiscal year covered under this MOU to purchase uniforms from approved MFMD uniform vendors. At the completion of the fire academy, Members will receive an additional one-time voucher of four hundred dollars (\$400.00) to purchase uniforms from approved MFMD uniform vendors.

The annual boot allowance shall be two hundred fifty dollars (\$250.00) annually. The allowance can either be disbursed annually with the full amount or be divided into two (2) equal disbursements within the fiscal year.

Members will receive a voucher for the replacement of approved structural boots every three (3) years.

### **3.4 Out of Rank Compensation**

Members in the job classification of Firefighter who work six (6) or more consecutive hours during a shift in the job classification of Fire Engineer or Fire Captain in an acting capacity, and Members in the job classification of Fire Engineer who work six (6) or more consecutive hours during a shift in the job classification of Fire Captain in an acting capacity, will be paid at a rate five percent (5%) higher than their current effective hourly rate of pay for the hours worked in

the higher job classification. In addition, effective no later than January 1, 2027 contingent upon the feasibility of system implementation, Members in the job classification of Fire Captain who work six (6) or more consecutive hours during a shift in the job classification of Battalion Chief in an acting capacity, will be paid at the rate of five percent (5%) higher than their current effective hourly rate of pay for the hours worked in the higher job classification.

The City commits to exploring the feasibility of the Out of Rank Compensation framework. Development and evaluation of a potential build-out may continue throughout the term of the UMFF/COM Memorandum of Understanding, recognizing that various factors may affect timing and viability.

Upon completion of the build-out, the process may be implemented in accordance with the provisions outlined above and may be formally incorporated into the Memorandum of Understanding at the next City Council budget appropriation. Until such time, the existing process shall remain in effect as prescribed in the current UMFF/COM Memorandum of Understanding.

### **3.5 Day Shift Pay Equalization**

Members moved from a twenty-four-hour (24-hour) schedule to a forty-hour (40-hour) schedule will have their effective hourly rate of pay adjusted upward by eight and one-quarter percent (8.25%) while they remain on the forty-hour (40-hour) schedule. Members moved from a twenty-four-hour (24-hour) schedule to a twelve-hour (12-hour) schedule will have their effective hourly rate of pay adjusted upward by two and three-quarters percent (2.75%) while they remain on the twelve-hour (12-hour) schedule.

### **3.6 Fitness Incentive Pay**

For each of the fiscal years of this MOU, Members who achieve top tier during the annual medical evaluation will receive a one-time payment of five hundred dollars (\$500.00).

### **3.7 MFMD Deferred Compensation Program**

The City will contribute one-hundred-twenty dollars (\$120.00) biweekly (each pay period) to the deferred compensation accounts of Members in the MFMD Deferred Contribution Program. To be eligible to receive the City's contribution, Members must contribute twenty dollars (\$20.00) biweekly (each pay period) to their account. The contributions will begin when the Member becomes enrolled in the Program and meets the minimum twenty-dollar (\$20.00) contribution amount.

### **3.8 Bilingual Compensation**

Basic certification is fifty dollars (\$50.00) biweekly.

Intermediate certification is one hundred dollars (\$100.00) biweekly.

### 3.9 Assignment Pay-

For each fiscal year covered by this MOU, assignment pay for Members shall be paid biweekly at the designated percentages (see chart below). Compensation is based on the biweekly maximum rate of pay of Fire Engineer.

The assignment pay amounts for FY26/27 are set forth in Exhibit B to this MOU, which is attached and incorporated herein by this reference. Exhibit B will be updated annually to reflect any increases to the maximum rate of pay.

<b>Assignment/Certification</b>	<b>Percentage</b>
Advanced Life Support (ALS)	12.5%
Aircraft Response Firefighter (ARFF)	5.0%
Hazardous Materials (STHZM)	5.0%
Special Teams Technical Rescue (STTRT)	5.0%
Rapid Response Team (RRT)	2.5%

### 3.10 Incentive Time Off (2260 Day)

On January 1, 2028, each Member shall be granted one (1) shift of paid leave, equivalent to the number of shift hours to which the employee is assigned. This day shall be designated as a “2260 Day.” Such leave must be used within calendar year 2028, shall not carry over, and shall not be eligible for payout if unused or if the Member leaves employment regardless of reason.

Hours will be converted based on shift movement equivalent to other leave time currently in place.

An employee who is promoted to a position outside the MOU shall retain the 2260 Day, provided it has not already been used.

Time shall be granted upon a Recruit’s graduation from the Fire Academy or, for all other hires, upon date of hire, provided the qualifying event occurs on or before November 30, 2028.

Use of such time is subject to management approval and shall be permitted only when approved vacation slots are available.

## Article 4 Working Conditions

### 4.1 Cancer Screening

The City will continue to provide funding support for preventative cancer screenings.

## **4.2 Adjusted Seniority**

The Mesa Fire and Medical Department will utilize "adjusted seniority" to determine personnel moves when considering bid requests and assignments. "Adjusted seniority" will consist of consecutive years with the Mesa Fire and Medical Department, starting with graduation from the Fire Academy to be considered as official adjusted seniority, added to years of service in current rank to give suppression members a point score.

Seniority in grade will be determined by the following method:

### **Firefighter:** (After completion of initial probation)

Adjusted seniority, lottery if identical

Firefighter/ALS:

Adjusted seniority, date of ALS assignment, lottery if identical

### **Fire Engineer:**

Adjusted seniority, promotional list if identical, lottery if not already decided

Engineer/ALS:

Adjusted seniority, promotional list if identical, date of ALS, assignment, lottery if not already decided

### **Fire Captain:**

Adjusted seniority, promotional list if identical, lottery if not already decided

Captain/ALS:

Adjusted seniority, promotional list if identical, date of ALS assessment, lottery if not already

### **Examples:**

Firefighter: 3 years of service + 0 years in grade = 3 points of adjusted seniority

Fire Engineer: 7 years of service + 2 year in Engineer grade = 9 points of adjusted seniority

Fire Captain: 12 years of service + 5 years in Captain grade = 17 points of adjusted seniority

\*For promotional list to be the tiebreaker, members would need to be from the same academy and promoted on the same day from the same promotional list. Separate promotional lists cannot be compared.

## **Article 5 Miscellaneous**

### **5.1 Conflict with Existing Ordinance or Rules; Incorporation in Personnel Rules**

Nothing in this MOU shall modify or conflict with the Mesa City Charter, an existing City ordinance, or the City's Personnel Rules, and any such modification or conflict shall be void and unenforceable. If any section, term, topic, or agreement set forth in this MOU is subsequently incorporated into the City's Personnel Rules during the Term of this MOU, then the Personnel Rules shall from that date forward govern the section, term, topic, or agreement in lieu of the MOU.

**5.2 Savings Clause**

If any terms or provisions of this MOU are declared invalid or unenforceable by any Court of competent jurisdiction or any federal or state government agency having jurisdiction over the subject matter, the remaining terms and provisions will not be affected.

\_\_\_\_\_  
Scott Butler  
City Manager

\_\_\_\_\_  
Sierra Aulik  
UMFFA Mesa Chapter President

\_\_\_\_\_  
Trevyn Crosser  
UMFFA Local 2260 President

**EXHIBIT A  
UMFFA MOU 26-29**

**SECTION 3.1 MARKET ADJUSTMENT AND MERIT INCREASES**

**FY 26-27**

**FIREFIGHTER**

<b>PAY24</b>	<b>FF24</b>	<b>165</b>	<b>20.7975</b>	<b>2,329.32</b>	<b>60,562.19</b>	<b>Current Minimum</b>
PAY24	FF24	166	20.8425	2,334.36	60,693.36	
PAY24	FF24	167	20.8950	2,340.24	60,846.24	
PAY24	FF24	168	20.9475	2,346.12	60,999.12	
PAY24	FF24	169	21.0000	2,352.00	61,152.00	
PAY24	FF24	170	21.0525	2,357.88	61,304.88	
PAY24	FF24	171	21.1050	2,363.76	61,457.76	
PAY24	FF24	172	21.1575	2,369.64	61,610.64	
PAY24	FF24	173	21.2100	2,375.52	61,763.52	
PAY24	FF24	174	21.2700	2,382.24	61,938.24	
PAY24	FF24	175	21.3225	2,388.12	62,091.12	
PAY24	FF24	176	21.3750	2,394.00	62,244.00	
<b>PAY24</b>	<b>FF24</b>	<b>177</b>	<b>21.4275</b>	<b>2,399.88</b>	<b>62,396.88</b>	<b>Proposed Minimum</b>
PAY24	FF24	178	21.4800	2,405.76	62,549.76	
PAY24	FF24	179	21.5325	2,411.64	62,702.64	
PAY24	FF24	180	21.5850	2,417.52	62,855.52	
PAY24	FF24	181	21.6449	2,424.23	63,029.95	
PAY24	FF24	182	21.6974	2,430.11	63,182.83	
PAY24	FF24	183	21.7499	2,435.99	63,335.71	
PAY24	FF24	184	21.8024	2,441.87	63,488.59	
PAY24	FF24	185	21.8549	2,447.75	63,641.47	
PAY24	FF24	186	21.9150	2,454.48	63,816.48	
PAY24	FF24	187	21.9675	2,460.36	63,969.36	
PAY24	FF24	188	22.0200	2,466.24	64,122.24	
PAY24	FF24	189	22.0799	2,472.95	64,296.67	
PAY24	FF24	190	22.1324	2,478.83	64,449.55	
PAY24	FF24	191	22.1849	2,484.71	64,602.43	
PAY24	FF24	192	22.2450	2,491.44	64,777.44	
PAY24	FF24	193	22.2975	2,497.32	64,930.32	
PAY24	FF24	194	22.3574	2,504.03	65,104.75	
PAY24	FF24	195	22.4099	2,509.91	65,257.63	
PAY24	FF24	196	22.4700	2,516.64	65,432.64	
PAY24	FF24	197	22.5225	2,522.52	65,585.52	
PAY24	FF24	198	22.5825	2,529.24	65,760.24	
PAY24	FF24	199	22.6350	2,535.12	65,913.12	
PAY24	FF24	200	22.6949	2,541.83	66,087.55	
PAY24	FF24	201	22.7516	2,548.18	66,252.66	
PAY24	FF24	202	22.8085	2,554.55	66,418.35	

PAY24	FF24	203	22.8655	2,560.94	66,584.34	
PAY24	FF24	204	22.9228	2,567.35	66,751.19	
PAY24	FF24	205	22.9800	2,573.76	66,917.76	
PAY24	FF24	206	23.0374	2,580.19	67,084.91	
PAY24	FF24	207	23.0951	2,586.65	67,252.93	
PAY24	FF24	208	23.1528	2,593.11	67,420.95	
PAY24	FF24	209	23.2107	2,599.60	67,589.56	
PAY24	FF24	210	23.2687	2,606.09	67,758.45	
PAY24	FF24	211	23.3269	2,612.61	67,927.93	
PAY24	FF24	212	23.3852	2,619.14	68,097.70	
PAY24	FF24	213	23.4437	2,625.69	68,268.05	
PAY24	FF24	214	23.5023	2,632.26	68,438.70	
PAY24	FF24	215	23.5611	2,638.84	68,609.92	
PAY24	FF24	216	23.6200	2,645.44	68,781.44	
PAY24	FF24	217	23.6790	2,652.05	68,953.25	
PAY24	FF24	218	23.7382	2,658.68	69,125.64	
PAY24	FF24	219	23.7975	2,665.32	69,298.32	
PAY24	FF24	220	23.8571	2,672.00	69,471.88	
PAY24	FF24	221	23.9167	2,678.67	69,645.43	
PAY24	FF24	222	23.9764	2,685.36	69,819.28	
PAY24	FF24	223	24.0364	2,692.08	69,994.00	
PAY24	FF24	224	24.0966	2,698.82	70,169.30	
PAY24	FF24	225	24.1567	2,705.55	70,344.31	
PAY24	FF24	226	24.2172	2,712.33	70,520.49	
PAY24	FF24	227	24.2778	2,719.11	70,696.95	
PAY24	FF24	228	24.3385	2,725.91	70,873.71	
PAY24	FF24	229	24.3993	2,732.72	71,050.76	
PAY24	FF24	230	24.4603	2,739.55	71,228.39	
PAY24	FF24	231	24.5214	2,746.40	71,406.32	
PAY24	FF24	232	24.5827	2,753.26	71,584.82	
PAY24	FF24	233	24.6442	2,760.15	71,763.91	
PAY24	FF24	234	24.7058	2,767.05	71,943.29	
PAY24	FF24	235	24.7676	2,773.97	72,123.25	
PAY24	FF24	236	24.8295	2,780.90	72,303.50	
PAY24	FF24	237	24.8915	2,787.85	72,484.05	
PAY24	FF24	238	24.9538	2,794.83	72,665.47	
PAY24	FF24	239	25.0161	2,801.80	72,846.88	
PAY24	FF24	240	25.0787	2,808.81	73,029.17	
PAY24	FF24	241	25.1414	2,815.84	73,211.76	
PAY24	FF24	242	25.2043	2,822.88	73,394.92	
PAY24	FF24	243	25.2674	2,829.95	73,578.67	
PAY24	FF24	244	25.3304	2,837.00	73,762.12	
PAY24	FF24	245	25.3937	2,844.09	73,946.45	
PAY24	FF24	246	25.4573	2,851.22	74,131.66	
PAY24	FF24	247	25.5209	2,858.34	74,316.86	
PAY24	FF24	248	25.5847	2,865.49	74,502.65	

PAY24	FF24	249	25.6487	2,872.65	74,689.01	
PAY24	FF24	250	25.7128	2,879.83	74,875.67	
PAY24	FF24	251	25.7771	2,887.04	75,062.92	
PAY24	FF24	252	25.8416	2,894.26	75,250.74	
PAY24	FF24	253	25.9062	2,901.49	75,438.85	
PAY24	FF24	254	25.9709	2,908.74	75,627.26	
PAY24	FF24	255	26.0359	2,916.02	75,816.54	
PAY24	FF24	256	26.1009	2,923.30	76,005.82	
PAY24	FF24	257	26.1662	2,930.61	76,195.97	
PAY24	FF24	258	26.2316	2,937.94	76,386.42	
PAY24	FF24	259	26.2972	2,945.29	76,577.45	
PAY24	FF24	260	26.3629	2,952.64	76,768.76	
PAY24	FF24	261	26.4288	2,960.03	76,960.67	
PAY24	FF24	262	26.4949	2,967.43	77,153.15	
PAY24	FF24	263	26.5611	2,974.84	77,345.92	
PAY24	FF24	264	26.6275	2,982.28	77,539.28	
PAY24	FF24	265	26.6941	2,989.74	77,733.22	
PAY24	FF24	266	26.7608	2,997.21	77,927.45	
PAY24	FF24	267	26.8277	3,004.70	78,122.26	
PAY24	FF24	268	26.8948	3,012.22	78,317.66	
PAY24	FF24	269	26.9621	3,019.76	78,513.64	
PAY24	FF24	270	27.0295	3,027.30	78,709.90	
PAY24	FF24	271	27.0970	3,034.86	78,906.46	
PAY24	FF24	272	27.1648	3,042.46	79,103.90	
PAY24	FF24	273	27.2327	3,050.06	79,301.62	
PAY24	FF24	274	27.3008	3,057.69	79,499.93	
PAY24	FF24	275	27.3690	3,065.33	79,698.53	
PAY24	FF24	276	27.4374	3,072.99	79,897.71	
PAY24	FF24	277	27.5060	3,080.67	80,097.47	
PAY24	FF24	278	27.5748	3,088.38	80,297.82	
PAY24	FF24	279	27.6437	3,096.09	80,498.45	
PAY24	FF24	280	27.7128	3,103.83	80,699.67	
PAY24	FF24	281	27.7821	3,111.60	80,901.48	
PAY24	FF24	282	27.8516	3,119.38	81,103.86	
PAY24	FF24	283	27.9212	3,127.17	81,306.53	
PAY24	FF24	284	27.9910	3,134.99	81,509.79	
<b>PAY24</b>	<b>FF24</b>	<b>285</b>	<b>28.0610</b>	<b>3,142.83</b>	<b>81,713.63</b>	<b>Current Maximum</b>
PAY24	FF24	286	28.1312	3,150.69	81,917.92	
PAY24	FF24	287	28.2015	3,158.57	82,122.71	
PAY24	FF24	288	28.2720	3,166.46	82,328.02	
PAY24	FF24	289	28.3427	3,174.38	82,533.84	
PAY24	FF24	290	28.4135	3,182.31	82,740.17	
PAY24	FF24	291	28.4846	3,190.27	82,947.02	
PAY24	FF24	292	28.5558	3,198.25	83,154.39	
PAY24	FF24	293	28.6272	3,206.24	83,362.28	
PAY24	FF24	294	28.6987	3,214.26	83,570.68	

PAY24	FF24	295	28.7705	3,222.29	83,779.61	
PAY24	FF24	296	28.8424	3,230.35	83,989.06	
<b>PAY24</b>	<b>FF24</b>	<b>297</b>	<b>28.9145</b>	<b>3,238.42</b>	<b>84,199.03</b>	<b>Proposed Maximum</b>
<b>3% Increase - 12 Increments</b>						

### FIRE ENGINEER

<b>PAY24</b>	<b>FE24</b>	<b>283</b>	<b>30.7815</b>	<b>3,447.53</b>	<b>89,635.82</b>	<b>Current Minimum</b>
PAY24	FE24	284	30.8585	3,456.15	89,859.95	
PAY24	FE24	285	30.9356	3,464.79	90,084.47	
PAY24	FE24	286	31.0130	3,473.46	90,309.86	
PAY24	FE24	287	31.0905	3,482.14	90,535.54	
PAY24	FE24	288	31.1682	3,490.84	90,761.80	
PAY24	FE24	289	31.2462	3,499.57	90,988.93	
PAY24	FE24	290	31.3243	3,508.32	91,216.36	
PAY24	FE24	291	31.4026	3,517.09	91,444.37	
PAY24	FE24	292	31.4811	3,525.88	91,672.96	
PAY24	FE24	293	31.5598	3,534.70	91,902.14	
PAY24	FE24	294	31.6387	3,543.53	92,131.89	
<b>PAY24</b>	<b>FE24</b>	<b>295</b>	<b>31.7178</b>	<b>3,552.39</b>	<b>92,362.23</b>	<b>Proposed Minimum</b>
PAY24	FE24	296	31.7971	3,561.28	92,593.16	
PAY24	FE24	297	31.8766	3,570.18	92,824.66	
PAY24	FE24	298	31.9563	3,579.11	93,056.75	
PAY24	FE24	299	32.0362	3,588.05	93,289.41	
PAY24	FE24	300	32.1162	3,597.01	93,522.37	
PAY24	FE24	301	32.1965	3,606.01	93,756.21	
PAY24	FE24	302	32.2770	3,615.02	93,990.62	
PAY24	FE24	303	32.3577	3,624.06	94,225.62	
PAY24	FE24	304	32.4386	3,633.12	94,461.20	
PAY24	FE24	334	34.9618	3,915.72	101,808.71	
PAY24	FE24	306	32.6010	3,651.31	94,934.11	
PAY24	FE24	307	32.6825	3,660.44	95,171.44	
PAY24	FE24	308	32.7642	3,669.59	95,409.35	
PAY24	FE24	309	PAY24	3,678.76	95,647.84	
PAY24	FE24	310	32.9282	3,687.96	95,886.92	
PAY24	FE24	311	33.0106	3,697.19	96,126.87	
PAY24	FE24	312	33.0931	3,706.43	96,367.11	
PAY24	FE24	313	33.1758	3,715.69	96,607.93	
PAY24	FE24	314	33.2588	3,724.99	96,849.63	
PAY24	FE24	315	33.3419	3,734.29	97,091.61	
PAY24	FE24	316	33.4253	3,743.63	97,334.47	
PAY24	FE24	317	33.5088	3,752.99	97,577.63	
PAY24	FE24	318	33.5926	3,762.37	97,821.65	
PAY24	FE24	319	33.6766	3,771.78	98,066.26	
PAY24	FE24	320	33.7608	3,781.21	98,311.45	

PAY24	FE24	321	33.8452	3,790.66	98,557.22	
PAY24	FE24	322	33.9298	3,800.14	98,803.58	
<b>PAY24</b>	<b>FE24</b>	<b>323</b>	<b>34.0146</b>	<b>3,809.64</b>	<b>99,050.54</b>	<b>Current Maximum</b>
PAY24	FE24	324	34.0996	3,819.16	99,298.14	
PAY24	FE24	325	34.1849	3,828.71	99,546.39	
PAY24	FE24	326	34.2703	3,838.28	99,795.25	
PAY24	FE24	327	34.3560	3,847.87	100,044.74	
PAY24	FE24	328	34.4419	3,857.49	100,294.85	
PAY24	FE24	329	34.5280	3,867.14	100,545.59	
PAY24	FE24	330	34.6143	3,876.81	100,796.95	
PAY24	FE24	331	34.7009	3,886.50	101,048.95	
PAY24	FE24	332	34.7876	3,896.21	101,301.57	
PAY24	FE24	333	34.8746	3,905.95	101,554.82	
PAY24	FE24	334	34.9618	3,915.72	101,808.71	
<b>PAY24</b>	<b>FE24</b>	<b>335</b>	<b>35.0492</b>	<b>3,925.51</b>	<b>102,063.23</b>	<b>Proposed Maximum</b>

<b>3% Increase - 12 Increments</b>	
------------------------------------	--

**FIRE CAPTAIN**

<b>PAY24</b>	<b>FC24</b>	<b>284</b>	<b>35.7241</b>	<b>4,001.10</b>	<b>104,028.55</b>	<b>Current Minimum</b>
PAY24	FC24	285	35.8134	4,011.10	104,288.62	
PAY24	FC24	286	35.9029	4,021.12	104,549.24	
PAY24	FC24	287	35.9927	4,031.18	104,810.74	
PAY24	FC24	288	36.0827	4,041.26	105,072.82	
PAY24	FC24	289	36.1729	4,051.36	105,335.48	
PAY24	FC24	290	36.2633	4,061.49	105,598.73	
PAY24	FC24	291	36.3540	4,071.65	105,862.85	
PAY24	FC24	292	36.4449	4,081.83	106,127.55	
PAY24	FC24	293	36.5360	4,092.03	106,392.83	
PAY24	FC24	294	36.6273	4,102.26	106,658.70	
PAY24	FC24	295	36.7189	4,112.52	106,925.44	
<b>PAY24</b>	<b>FC24</b>	<b>296</b>	<b>36.8107</b>	<b>4,122.80</b>	<b>107,192.76</b>	<b>Proposed Minimum</b>
PAY24	FC24	297	36.9027	4,133.10	107,460.66	
PAY24	FC24	298	36.9950	4,143.44	107,729.44	
PAY24	FC24	299	37.0874	4,153.79	107,998.51	
PAY24	FC24	300	37.1802	4,164.18	108,268.74	
PAY24	FC24	301	37.2731	4,174.59	108,539.27	
PAY24	FC24	302	37.3663	4,185.03	108,810.67	
PAY24	FC24	303	37.4597	4,195.49	109,082.65	

PAY24	FC24	304	37.5534	4,205.98	109,355.50	
PAY24	FC24	305	37.6472	4,216.49	109,628.65	
PAY24	FC24	306	37.7414	4,227.04	109,902.96	
PAY24	FC24	307	37.8357	4,237.60	110,177.56	
PAY24	FC24	308	37.9303	4,248.19	110,453.03	
PAY24	FC24	309	38.0251	4,258.81	110,729.09	
PAY24	FC24	310	38.1202	4,269.46	111,006.02	
PAY24	FC24	311	38.2155	4,280.14	111,283.54	
PAY24	FC24	312	38.3110	4,290.83	111,561.63	
PAY24	FC24	313	38.4068	4,301.56	111,840.60	
PAY24	FC24	314	38.5028	4,312.31	112,120.15	
PAY24	FC24	315	38.5991	4,323.10	112,400.58	
PAY24	FC24	316	38.6956	4,333.91	112,681.59	
PAY24	FC24	317	38.7923	4,344.74	112,963.18	
PAY24	FC24	318	38.8893	4,355.60	113,245.64	
PAY24	FC24	319	38.9865	4,366.49	113,528.69	
PAY24	FC24	320	39.0840	4,377.41	113,812.61	
PAY24	FC24	321	39.1817	4,388.35	114,097.11	
PAY24	FC24	322	39.2797	4,399.33	114,382.49	
PAY24	FC24	323	39.3779	4,410.32	114,668.44	
<b>PAY24</b>	<b>FC24</b>	<b>324</b>	<b>39.4763</b>	<b>4,421.35</b>	<b>114,954.99</b>	<b>Current Maximum</b>
PAY24	FC24	325	39.5750	4,432.40	115,242.37	
PAY24	FC24	326	39.6739	4,443.48	115,530.48	
PAY24	FC24	327	39.7731	4,454.59	115,819.31	
PAY24	FC24	328	39.8725	4,465.73	116,108.85	
PAY24	FC24	329	39.9722	4,476.89	116,399.13	
PAY24	FC24	330	40.0722	4,488.08	116,690.12	
PAY24	FC24	331	40.1723	4,499.30	116,981.85	
PAY24	FC24	332	40.2728	4,510.55	117,274.30	
PAY24	FC24	333	40.3735	4,521.83	117,567.49	
PAY24	FC24	334	40.4744	4,533.13	117,861.41	
PAY24	FC24	335	40.5756	4,544.46	118,156.06	
<b>PAY24</b>	<b>FC24</b>	<b>336</b>	<b>40.6770</b>	<b>4,555.82</b>	<b>118,451.45</b>	<b>Proposed Maximum</b>
<b>3% Increase - 12 Increments</b>						

**EXHIBIT B**  
**UMFFA MOU 26-29**

**SECTION 3.11 ASSIGNMENT PAY**

**FY 26-27**

<b>Fire Certification Rates as of 7/1/26</b>			
<b>Certification</b>	<b>Certification Description</b>	<b>Percentage</b>	<b>Certification Amount</b>
ALS	Advanced Life Support	12.5%	490.69
ARFFA	Aircraft Rescue and Fire Fighting	5.0%	196.28
STHZM	Special Teams - HazMat	5.0%	196.28
STTRT	Special Teams - Technical Rescue	5.0%	196.28
RRT	Rapid Response	2.5%	98.14