

MEMORANDUM OF UNDERSTANDING BETWEEN CITY OF CHICO AND THE
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS REGARDING WAGES, HOURS
AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT
JULY 1, 2021 TO JUNE 30, 2024
(2021 MOU-IAFF)

EXHIBIT "B"

BASIC PAY PLAN (For Employees hired prior to May 21, 2019)

EFFECTIVE: The first full pay period following the date of City Council Adoption.

	Hourly Pay Rates							
	Entry (X)	A	B	C	D	E	F	G
Firefighter	19.43	20.41	21.43	22.50	23.63	24.81	26.05	27.35
Fire Apparatus Engineer		23.62	24.80	26.04	27.34	28.71	30.15	31.65
Fire Captain		27.34	28.71	30.14	31.65	33.23	34.89	36.64
Fire Duty Officer	<i>Pursuant to Out of Class Pay</i>							
Fire Lieutenant**		27.34	28.71	30.14	31.65	33.23	34.89	36.64
Fire Prevention Specialist *		28.59	30.02	31.52	33.10	34.75	36.49	38.31
Fire Prevention Inspector *		36.48	38.30	40.22	42.23	44.34	46.56	48.89
Fire Prevention Officer *		42.23	44.34	46.56	48.89	51.33	53.90	56.59

* Denotes 40 hour work week. All others are 56 hour work week.

**Added pursuant to the Binding Arbitration Award & Opinion NB 3226 by Norman Brand, dated July 16, 2010, and the Grievance Settlement Agreement regarding the implementation for Fire Lieutenant, as signed by the City of Chico on October 28, 2010, and IAFF Local 2734 on October 29, 2010.

EFFECTIVE: The first full pay period of July 2022

	Hourly Pay Rates							
	Entry (X)	A	B	C	D	E	F	G
Firefighter	19.92	20.92	21.97	23.06	24.22	25.43	26.70	28.04
Fire Apparatus Engineer		24.21	25.42	26.69	28.03	29.43	30.90	32.44
Fire Captain		28.02	29.42	30.90	32.44	34.06	35.77	37.55
Fire Duty Officer	<i>Pursuant to Out of Class Pay</i>							
Fire Lieutenant**		28.02	29.42	30.90	32.44	34.06	35.77	37.55
Fire Prevention Specialist *		29.30	30.77	32.31	33.92	35.62	37.40	39.27
Fire Prevention Inspector *		37.39	39.26	41.22	43.29	45.45	47.72	50.11
Fire Prevention Officer *		43.29	45.45	47.72	50.11	52.61	55.24	58.01

2.50% Salary Increase

* Denotes 40 hour work week. All others are 56 hour work week.

**Added pursuant to the Binding Arbitration Award & Opinion NB 3226 by Norman Brand, dated July 16, 2010, and the Grievance Settlement Agreement

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INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS REGARDING WAGES, HOURS
AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT
JULY 1, 2021 TO JUNE 30, 2024
(2021 MOU-IAFF)

EXHIBIT "B"

BASIC PAY PLAN (For Employees hired on or after May 21, 2019).

EFFECTIVE: The first full pay period following the date of City Council Adoption.

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Firefighter	19.84	20.34	20.85	21.37	21.90	22.45	23.01	23.59	24.18	24.78	25.40	26.03	26.68	27.35
Fire Apparatus Engineer	22.97	23.54	24.13	24.73	25.35	25.98	26.63	27.30	27.98	28.68	29.40	30.13	30.88	31.65
Fire Captain	26.58	27.24	27.92	28.62	29.34	30.07	30.82	31.59	32.38	33.19	34.02	34.87	35.74	36.63
Fire Duty Officer														
<i>Pursuant to Out of Class Pay</i>														
Fire Lieutenant**	26.58	27.24	27.92	28.62	29.34	30.07	30.82	31.59	32.38	33.19	34.02	34.87	35.74	36.63
Fire Prevention Specialist *	27.78	28.47	29.18	29.91	30.66	31.43	32.22	33.03	33.86	34.71	35.58	36.47	37.38	38.31
Fire Prevention Inspector *	35.47	36.36	37.27	38.20	39.15	40.13	41.13	42.16	43.21	44.29	45.40	46.53	47.69	48.88
Fire Prevention Officer *	41.06	42.09	43.14	44.22	45.33	46.46	47.62	48.81	50.03	51.28	52.56	53.87	55.22	56.60

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EFFECTIVE: The first full pay period of July 2022.

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Firefighter	20.34	20.85	21.37	21.90	22.45	23.01	23.59	24.18	24.78	25.40	26.04	26.69	27.36	28.04
Fire Apparatus Engineer	23.54	24.13	24.73	25.35	25.98	26.63	27.30	27.98	28.68	29.40	30.13	30.88	31.65	32.44
Fire Captain	27.24	27.92	28.62	29.34	30.07	30.82	31.59	32.38	33.19	34.02	34.87	35.74	36.63	37.55
Fire Duty Officer														
<i>Pursuant to Out of Class Pay</i>														
Fire Lieutenant**	27.24	27.92	28.62	29.34	30.07	30.82	31.59	32.38	33.19	34.02	34.87	35.74	36.63	37.55
Fire Prevention Specialist *	28.47	29.18	29.91	30.66	31.43	32.22	33.03	33.86	34.71	35.58	36.47	37.38	38.31	39.27
Fire Prevention Inspector *	36.36	37.27	38.20	39.15	40.13	41.13	42.16	43.21	44.29	45.40	46.54	47.70	48.89	50.11
Fire Prevention Officer *	42.09	43.14	44.22	45.33	46.46	47.62	48.81	50.03	51.28	52.56	53.87	55.22	56.60	58.01

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