Labor Agreement between the City of Newberg and

IAFF Local #1660

Appendix B

(per MOU June 2015)

Wage Plan

Starting 07/01/2015

Firefighter Base Wage 1% Wage Increase, 1% COLA 19.46 53,631.76

	Step A	Step B	Step C	Step D	Step E	Step F
Firefighter						
Base Hourly Rate	19.46	20.43	21.45	22.53	23.65	24.84
Base Annual	53,631.76	56,313.35	59,129.02	62,085.47	65,189.74	68,449.23
Adjusted Hourly Rate	19.98	20.98	22.03	23.13	24.29	25.50
Adjusted Annual	58,185.40	61,094.67	64,149.40	67,356.87	70,724.72	74,260.95
Firefighter/Paramedic (10%)						
Base Hourly Rate	21.41	22.48	23.60	24.78	26.02	27.32
Base Annual	58,994.94	61,944.68	65,041.92	68,294.01	71,708.71	75,294.15
Adjusted Hourly Rate	21.98	23.08	24.23	25.44	26.72	28.05
Adjusted Annual	64,003.94	67,204.14	70,564.34	74,092.56	77,797.19	81,687.05
Lieutenant/Paramedic (15%)						
Base Hourly Rate	24.62	25.85	27.14	28.50	29.92	31.42
Base Annual	67,844.18	71,236.39	74,798.20	78,538.11	82,465.02	86,588.27
Adjusted Hourly Rate	25.28	26.54	27.87	29.26	30.72	32.26
Adjusted Annual	73,604.53	77,284.76	81,149.00	85,206.45	89,466.77	93,940.11

EXAMPLE

Base Annual	19.46 (FF base hourly rate) X 2756 = 53,631.76 (base annual salary)
Built-in Overtime	156 (FLSA hours/year) X 19.46 X 1.5 = 4,553.64
Adjusted Annual	53,631.76 + 4,553.64 = 58,185.40
Adjusted Hourly Rate	58,185.40/2912 = 19.98
Normal Hourly Rate	19.98 X applied incentives and/or secondary duty assignment
Overtime Rate	Applied to normal hourly rate