Fire Payscales Jan 1/24 to Dec 31/26

	Description	% of 1st Class	Jan 1/24 Base	Jan 1/24 Ret Pay	Jan 1/24 Rate	Jan 1/24 biweekly	Jan 1/24 Annualized	Jul 1/24 Base	Jul 1/24 Ret Pay	Jul 1/24 Rate	Jul 1/24 biweekly	Jul 1/24 Annualized	Jan 1/25 Base	Jan 1/25 Ret Pay	Jan 1/25 Rate	Jan 1/25 biweekly	Jan 1/25 Annualized	Jan 1/26 Base	Jan 1/26 Ret Pay	Jan 1/26 Rate	Jan 1/26 biweekly	Jan 1/26 Annualized	Jul 1/26 Base	Jul 1/26 Ret Pay	Jul 1/26 Rate	Jul 1/26 biweekly	Jul 1/26 Annualized
1FIR 1 - 1	Probationary Firefighter	60%	30.24	0.00	30.24	2,540.16	66,298.18	30.54	0.00	30.54	2,565.36	66,955.90	32.07	0.00	32.07	2,693.88	70,310.27	32.87	0.00	32.87	2,760.91	72,059.80	33.70	0.00	33.70	2,830.46	73,875.11
1FIR 2 - 1	Firefighter 4th Class	70%	35.28	0.00	35.28	2,963.52	77,347.87	35.63	0.00	35.63	2,992.92	78,115.21	37.42	0.00	37.42	3,142.86	82,028.65	38.35	0.00	38.35	3,221.06	84,069.77	39.31	0.00	39.31	3,302.21	86,187.63
1FIR 3 - 1	Firefighter 3rd Class	80%	40.32	0.00	40.32	3,386.88	88,397.57	40.72	0.00	40.72	3,420.48	89,274.53	42.76	0.00	42.76	3,591.84	93,747.02	43.82	0.00	43.82	3,681.22	96,079.74	44.93	0.00	44.93	3,773.95	98,500.15
1FIR 4 - 1	Firefighter 2nd Class	90%	45.36	0.00	45.36	3,810.24	99,447.26	45.81	0.00	45.81	3,848.04	100,433.84	48.11	0.00	48.11	4,040.82	105,465.40	49.30	0.00	49.30	4,141.37	108,089.70	50.54	0.00	50.54	4,245.70	110,812.67
1FIR 5 - 1		100%	50.40	0.00	50.40	4,233.60	110,496.96	50.90	0.00	50.90	4,275.60	111,593.16	53.45	0.00	53.45	4,489.80	117,183.78	54.78	0.00	54.78	4,601.52	120,099.67	56.16	0.00	56.16	4,717.44	123,125.18
1FIR 5 - 2	Firefighter 1st Class; Asst Public Safety	100%	50.40	1.51	51.91	4,360.44	113,807.48	50.90	1.53	52.43	4,404.12	114,947.53	53.45	1.60	55.05	4,624.20	120,691.62	54.78	1.64	56.42	4,739.28	123,695.21	56.16	1.68	57.84	4,858.56	126,808.42
1FIR 5 - 3	Officer, Asst Fire Prevention Officer	100%	50.40	3.02	53.42	4,487.28	117,118.01	50.90	3.05	53.95	4,531.80	118,279.98	53.45	3.21	56.66	4,759.44	124,221.38	54.78	3.29	58.07	4,877.88	127,312.67	56.16	3.37	59.53	5,000.52	130,513.57
1FIR 5 - 4		100%	50.40	4.54	54.94	4,614.96	120,450.46	50.90	4.58	55.48	4,660.32	121,634.35	53.45	4.81	58.26	4,893.84	127,729.22	54.78	4.93	59.71	5,015.64	130,908.20	56.16	5.05	61.21	5,141.64	134,196.80
1FIR 7 - 1		110%	55.44	0.00	55.44	4,656.96	121,546.66	55.99	0.00	55.99	4,703.16	122,752.48	58.80	0.00	58.80	4,938.78	128,902.16	60.26	0.00	60.26	5,061.67	132,109.64	61.78	0.00	61.78	5,189.18	135,437.70
1FIR 7 - 2	Fire Prevention Officer, Public Safety	110%	55.44	1.51	56.95	4,783.80	124,857.18	55.99	1.53	57.52	4,831.68	126,106.85	58.80	1.60	60.40	5,073.18	132,410.00	60.26	1.64	61.90	5,199.43	135,705.18	61.78	1.68	63.46	5,330.30	139,120.93
1FIR 7 - 3	Officer	110%	55.44	3.02	58.46	4,910.64	128,167.70	55.99	3.05	59.04	4,959.36	129,439.30	58.80	3.21	62.01	5,208.42	135,939.76	60.26	3.29	63.55	5,338.03	139,322.64	61.78	3.37	65.15	5,472.26	142,826.09
1FIR 7 - 4		110%	55.44	4.54	59.98	5,038.32	131,500.15	55.99	4.58	60.57	5,087.88	132,793.67	58.80	4.81	63.61	5,342.82	139,447.60	60.26	4.93	65.19	5,475.79	142,918.17	61.78	5.05	66.83	5,613.38	146,509.32
1FIR 11 - 1		117%	58.97	0.00	58.97	4,953.31	129,281.44	59.55	0.00	59.55	5,002.45	130,564.00	62.54	0.00	62.54	5,253.07	137,105.02	64.09	0.00	64.09	5,383.78	140,516.62	65.71	0.00	65.71	5,519.40	144,056.47
1FIR 11 - 2	Sr Public Safety Officer, Sr Fire	117%	58.97	1.51	60.48	5,080.15	132,591.97	59.55	1.53	61.08	5,130.97	133,918.37	62.54	1.60	64.14	5,387.47	140,612.86	64.09	1.64	65.73	5,521.54	144,112.15	65.71	1.68	67.39	5,660.52	147,739.70
1FIR 11 - 3	Prevention Officer, Chief Mechical Officer	117%	58.97	3.02	61.99	5,206.99	135,902.49	59.55	3.05	62.60	5,258.65	137,250.82	62.54	3.21	65.75	5,522.71	144,142.63	64.09	3.29	67.38	5,660.14	147,729.61	65.71	3.37	69.08	5,802.48	151,444.85
1FIR 11 - 4		117%	58.97	4.54	63.51	5,334.67	139,234.94	59.55	4.58	64.13	5,387.17	140,605.19	62.54	4.81	67.35	5,657.11	147,650.47	64.09	4.93	69.02	5,797.90	151,325.15	65.71	5.05	70.76	5,943.60	155,128.09
1FIR 14 - 1	Office Clerk (Prevention/Training)	60%	36.29	0.00	36.29	2,540.16	66,298.18	36.65	0.00	36.65	2,565.36	66,955.90	38.48	0.00	38.48	2,693.88	70,310.27	39.44	0.00	39.44	2,760.91	72,059.80	40.44	0.00	40.44	2,830.46	73,875.11
1FIR 1 - 1	Probationary Mechanical Officer	60%	30.24	0.00	30.24	2,540.16	66,298.18	30.54	0.00	30.54	2,565.36	66,955.90	32.07	0.00	32.07	2,693.88	70,310.27	32.87	0.00	32.87	2,760.91	72,059.80	33.70	0.00	33.70	2,830.46	73,875.11
1FIR 16 - 1	Mechanical Officer	65%	32.76	0.00	32.76	2,751.84	71,823.02	33.09	0.00	33.09	2,779.14	72,535.55	34.74	0.00	34.74	2,918.37	76,169.46	35.61	0.00	35.61	2,990.99	78,064.79	36.50	0.00	36.50	3,066.34	80,031.37
1FIR 20 - 1		130%	65.52	0.00	65.52	5,503.68	143,646.05	66.17	0.00	66.17	5,558.28	145,071.11	69.49	0.00	69.49	5,836.74	152,338.91	71.21	0.00	71.21	5,981.98	156,129.57	73.01	0.00	73.01	6,132.67	160,062.74
1FIR 20 - 2	Chief Fire Prevention Officer, Chief	130%	65.52	1.51	67.03	5,630.52	146,956.57	66.17	1.53	67.70	5,686.80	148,425.48	69.49	1.60	71.09	5,971.14	155,846.75	71.21	1.64	72.85	6,119.74	159,725.11	73.01	1.68	74.69	6,273.79	163,745.97
1FIR 20 - 3	Training Officer	130%	65.52	3.02	68.54	5,757.36	150,267.10	66.17	3.05	69.22	5,814.48	151,757.93	69.49	3.21	72.70	6,106.38	159,376.52	71.21	3.29	74.50	6,258.34	163,342.57	73.01	3.37	76.38	6,415.75	167,451.13
1FIR 20 - 4		130%	65.52	4.54	70.06	5,885.04	153,599.54	66.17	4.58	70.75	5,943.00	155,112.30	69.49	4.81	74.30	6,240.78	162,884.36	71.21	4.93	76.14	6,396.10	166,938.11	73.01	5.05	78.06	6,556.87	171,134.36
1FIR 22 - 1		119%	59.98	0.00	59.98	5,037.98	131,491.38	60.57	0.00	60.57	5,087.96	132,795.86	63.61	0.00	63.61	5,342.86	139,448.70	65.19	0.00	65.19	5,475.81	142,918.61	66.83	0.00	66.83	5,613.75	146,518.97
1FIR 22 - 2	Captain, Training Officer	119%	59.98	1.51	61.49	5,164.82	134,801.91	60.57	1.53	62.10	5,216.48	136,150.23	63.61	1.60	65.21	5,477.26	142,956.54	65.19	1.64	66.83	5,613.57	146,514.15	66.83	1.68	68.51	5,754.87	150,202.20
1FIR 22 - 3		119%	59.98	3.02	63.00	5,291.66	138,112.43	60.57	3.05	63.62	5,344.16	139,482.68	63.61	3.21	66.82	5,612.50	146,486.30	65.19	3.29	68.48	5,752.17	150,131.61	66.83	3.37	70.20	5,896.83	153,907.36
1FIR 22 - 4		119%	59.98	4.54	64.52	5,419.34	141,444.88	60.57	4.58	65.15	5,472.68	142,837.05	63.61	4.81	68.42	5,746.90	149,994.14	65.19	4.93	70.12	5,889.93	153,727.14	66.83	5.05	71.88	6,037.95	157,590.59
1FIR 23 - 1		132%	66.53	0.00	66.53	5,588.35	145,855.99	67.19	0.00	67.19	5,643.79	147,302.97	70.55	0.00	70.55	5,926.54	154,682.59	72.31	0.00	72.31	6,074.01	158,531.57	74.13	0.00	74.13	6,227.02	162,525.24
1FIR 23 - 2	Platoon Chief	132%	66.53	1.51	68.04	5,715.19	149,166.51	67.19	1.53	68.72	5,772.31	150,657.34	70.55	1.60	72.15	6,060.94	158,190.43	72.31	1.64	73.95	6,211.77	162,127.10	74.13	1.68	75.81	6,368.14	166,208.47
1FIR 23 - 3		132%	66.53	3.02	69.55	5,842.03	152,477.04	67.19	3.05	70.24	5,899.99	153,989.79	70.55	3.21	73.76	6,196.18	161,720.19	72.31	3.29	75.60	6,350.37	165,744.56	74.13	3.37	77.50	6,510.10	169,913.63
1FIR 23 - 4		132%	66.53	4.54	71.07	5,969.71	155,809.48	67.19	4.58	71.77	6,028.51	157,344.16	70.55	4.81	75.36	6,330.58	165,228.03	72.31	4.93	77.24	6,488.13	169,340.10	74.13	5.05	79.18	6,651.22	173,596.86

	01-Jan-24
1st Class Firefighter Annual Rate	**110,371.00**
Biweekly rate per CBA	**4,233.41**
Hrly Rate per CBA	**50.398**
Hrly Rate rounded to 2 decimal places	**50.40**
Biweekly based on rounded hrly rate	**4,233.60**
Annualized based on rounded hrly rate	**110,496.96**

Recognition Pay 3, 6 & 9% of 1st Class hourly rate		
Less than 8 years - none		0.00
Completed 8 years by Dec 31	FRP2	1.51
Completed 17 years by Dec 31	FRP3	3.02
Completed 23 years by Dec 31	FRP4	4.54
Relief earnings Codes		
Code 230, Relief Captain 19%		9.58

	01-Jul-24
1st Class Firefighter Annual Rate	**111,478.00**
Biweekly rate per CBA	**4,275.87**
Hrly Rate per CBA	**50.903**
Hrly Rate rounded to 2 decimal places	**50.90**
Biweekly based on rounded hrly rate	**4,275.60**
Annualized based on rounded hrly rate	**111,593.16**

Recognition Pay 3, 6 & 9% of 1st Class hourly rate		
Less than 8 years - none		0.00
Completed 8 years by Dec 31	FRP2	1.53
Completed 17 years by Dec 31	FRP3	3.05
Completed 23 years by Dec 31	FRP4	4.58
Relief earnings Codes		
Code 230, Relief Captain 19%		9.67

	01-Jan-25
1st Class Firefighter Annual Rate	**117,053.28**
Biweekly rate per CBA	**4,489.71**
Hrly Rate per CBA	**53.449**
Hrly Rate rounded to 2 decimal places	**53.45**
Biweekly based on rounded hrly rate	**4,489.80**
Annualized based on rounded hrly rate	**117,183.78**

Recognition Pay 3, 6 & 9% of 1st Class hourly rate		
Less than 8 years - none		0.00
Completed 8 years by Dec 31	FRP2	1.60
Completed 17 years by Dec 31	FRP3	3.21
Completed 23 years by Dec 31	FRP4	4.81
Relief earnings Codes		
Code 230, Relief Captain 19%		10.16

	01-Jan-26
1st Class Firefighter Annual Rate	**119,976.48**
Biweekly rate per CBA	**4,601.84**
Hrly Rate per CBA	**54.784**
Hrly Rate rounded to 2 decimal places	**54.78**
Biweekly based on rounded hrly rate	**4,601.52**
Annualized based on rounded hrly rate	**120,099.67**

Recognition Pay 3, 6 & 9% of 1st Class hourly rate		
Less than 8 years - none		0.00
Completed 8 years by Dec 31	FRP2	1.64
Completed 17 years by Dec 31	FRP3	3.29
Completed 23 years by Dec 31	FRP4	4.93
Relief earnings Codes		
Code 230, Relief Captain 19%		10.41

	01-Jul-26
1st Class Firefighter Annual Rate	**122,983.20**
Biweekly rate per CBA	**4,717.16**
Hrly Rate per CBA	**56.157**
Hrly Rate rounded to 2 decimal places	**56.16**
Biweekly based on rounded hrly rate	**4,717.44**
Annualized based on rounded hrly rate	**123,125.18**

Recognition Pay 3, 6 & 9% of 1st Class hourly rate		
Less than 8 years - none		0.00
Completed 8 years by Dec 31	FRP2	1.68
Completed 17 years by Dec 31	FRP3	3.37
Completed 23 years by Dec 31	FRP4	5.05
Relief earnings Codes		
Code 230, Relief Captain 19%		10.67

NOTE: The annual wage rates for the 1st class firefighter for 2025 and 2026 are at parity with the Greater Sudbury Police Services .