

**DUBUQUE PROFESSIONAL FIREFIGHTER'S ASSOCIATION, LOCAL #25
COLLECTIVE BARGAINING AGREEMENT 07/01/2024 TO 06/30/2027**

HOURLY WAGE SCHEDULE

THIS WAGE PLAN, THAT INCLUDES THE CITY'S FY2026 BUDGET, IS EFFECTIVE JULY 1, 2025

POSITION CLASSIFICATION	Hours per work week	SALARY GRADE		START	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Firefighter	56	F-01	Hourly	\$ 23.26	\$ 23.86	\$ 24.46	\$ 25.07	\$ 25.95	\$ 26.60	\$ 27.26	\$ 27.94	\$ 28.64
Fire Equipment Operator	56	F-02	Hourly	\$ -	\$ 25.96	\$ 26.61	\$ 27.28	\$ 27.96	\$ 28.66	\$ 29.37	\$ 30.11	\$ -
Ambulance Medical Officer	56	F-03	Hourly	\$ -	\$ 28.84	\$ 29.56	\$ 30.30	\$ 31.06	\$ -	\$ -	\$ -	\$ -
Fire Lieutenant	56	F-04	Hourly	\$ -	\$ 29.88	\$ 30.63	\$ 31.39	\$ 32.18	\$ 32.98	\$ -	\$ -	\$ -
Fire Captain - 56 hours	56	F-05	Hourly	\$ -	\$ 32.73	\$ 33.55	\$ 34.39	\$ 35.25	\$ 36.13	\$ -	\$ -	\$ -
Fire Captain - 40 hours	40	F-06	Hourly	\$ -	\$ 45.82	\$ 46.97	\$ 48.15	\$ 49.35	\$ 50.58	\$ -	\$ -	\$ -