

PAY POLICY 09
 CLASSIFIED 24-HOUR SHIFT FIREFIGHTERS
 ON POLICE-FIRE EMPLOYER PAY CONTRIBUTION PLAN (EPC)
 COMPENSATION SCHEDULE

EFFECTIVE DATE: 07/01/2013

| <-- HOURLY RATES --> | | <----- GRADE AND STEP -----> | | | | | | | | | | <----- SALARY -----> | |
|----------------------|-------|------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----------------------|-----------|
| BASE | O/T | | | | | | | | | | | BI-WEEKLY | ANNUAL * |
| 9.67 | 16.31 | 28-01 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 1,083.04 | 28,159.04 |
| 10.08 | 16.99 | 28-02 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 1,128.96 | 29,352.96 |
| 10.48 | 17.68 | 28-03 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 1,173.76 | 30,517.76 |
| 10.94 | 18.45 | 28-04 | 31-01 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 1,225.28 | 31,857.28 |
| 11.39 | 19.21 | 28-05 | 31-02 | 32-01 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 1,275.68 | 33,167.68 |
| 11.90 | 20.07 | 28-06 | 31-03 | 32-02 | 33-01 | ..... | ..... | ..... | ..... | ..... | ..... | 1,332.80 | 34,652.80 |
| 12.39 | 20.90 | 28-07 | 31-04 | 32-03 | 33-02 | 34-01 | ..... | ..... | ..... | ..... | ..... | 1,387.68 | 36,079.68 |
| 12.94 | 21.82 | 28-08 | 31-05 | 32-04 | 33-03 | 34-02 | 35-01 | ..... | ..... | ..... | ..... | 1,449.28 | 37,681.28 |
| 13.52 | 22.80 | 28-09 | 31-06 | 32-05 | 33-04 | 34-03 | 35-02 | 36-01 | ..... | ..... | ..... | 1,514.24 | 39,370.24 |
| 14.11 | 23.80 | 28-10 | 31-07 | 32-06 | 33-05 | 34-04 | 35-03 | 36-02 | 37-01 | ..... | ..... | 1,580.32 | 41,088.32 |
| 14.72 | 24.84 | ..... | 31-08 | 32-07 | 33-06 | 34-05 | 35-04 | 36-03 | 37-02 | 38-01 | ..... | 1,648.64 | 42,864.64 |
| 15.39 | 25.96 | ..... | 31-09 | 32-08 | 33-07 | 34-06 | 35-05 | 36-04 | 37-03 | 38-02 | ..... | 1,723.68 | 44,815.68 |
| 16.08 | 27.12 | ..... | 31-10 | 32-09 | 33-08 | 34-07 | 35-06 | 36-05 | 37-04 | 38-03 | ..... | 1,800.96 | 46,824.96 |
| 16.81 | 28.35 | ..... | ..... | 32-10 | 33-09 | 34-08 | 35-07 | 36-06 | 37-05 | 38-04 | ..... | 1,882.72 | 48,950.72 |
| 17.59 | 29.67 | ..... | ..... | ..... | 33-10 | 34-09 | 35-08 | 36-07 | 37-06 | 38-05 | ..... | 1,970.08 | 51,222.08 |
| 18.38 | 30.99 | ..... | ..... | ..... | ..... | 34-10 | 35-09 | 36-08 | 37-07 | 38-06 | ..... | 2,058.56 | 53,522.56 |
| 19.22 | 32.42 | ..... | ..... | ..... | ..... | ..... | 35-10 | 36-09 | 37-08 | 38-07 | ..... | 2,152.64 | 55,968.64 |
| 20.10 | 33.91 | ..... | ..... | ..... | ..... | ..... | ..... | 36-10 | 37-09 | 38-08 | ..... | 2,251.20 | 58,531.20 |
| 21.03 | 35.48 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 37-10 | 38-09 | ..... | 2,355.36 | 61,239.36 |
| 22.03 | 37.15 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 38-10 | ..... | 2,467.36 | 64,151.36 |

PURSUANT TO SUBSECTION 4 OF NRS 284.180, 24-HOUR SHIFT FIREFIGHTERS ARE DEEMED TO WORK AN AVERAGE OF 56 HOURS PER WEEK AND 2,912 HOURS IN A YEAR. OVERTIME IS PAID FOR THE DIFFERENCE BETWEEN THE OVERTIME THRESHOLD OF 53 HOURS PER WEEK AND THE AVERAGE OF 56 HOURS PER WEEK.

PER THE AGREEMENT SIGNED BY THE FIREFIGHTERS, OVERTIME MUST BE PAID AT THE HIGHER HOURLY RATE FROM THE 80-HOUR E/EPR COMPENSATION SCHEDULE. SINCE THE BASE HOURS HAVE BEEN PAID, ONLY THE ADDITIONAL HALF-TIME OR 3 HOURS BIWEEKLY IS PAID AT THE HIGHER RATE OF PAY. ADDITIONAL OVERTIME BEYOND THE 56-HOUR AVERAGE PER WEEK IS PAID AT THE HIGHER OVERTIME HOURLY RATE OF PAY.

THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT POLICE/FIRE EMPLOYER PAY CONTRIBUTION PLAN IS 39.75% WHICH INCLUDES 01.00% FOR THE SPOUSE OPTION.

* ANNUAL SALARY FOR 26 PAY PERIODS.