

## EXHIBIT A

Pay Matrix — Billings Fire Department — July 1, 2023 — June 30, 2026

	Title	step	2023-2024 New Hourly Pa	2024-2025 3% COLA	2025-2026 3% COLA
SUPPRESSION PERSONNEL					
F77	PROBATIONARY		24.2343	24.9614	25.7102
177 fF77]	FF [6 MONTHS		28.5126	29.3680	30.2490
177 F77	FFI 18 MONTHS		29.9205	30.8181	31.7426
177 [F77]	FF 11 [30 MONTHS		31.3694	32.3105	33.2798
177 [F77]	FF 11 [42 MONTHS]		32.7278	33.7096	34.7208
187 [F87]	ENGINEER		35.6513	36.7208	37.8224
			36.0279	37.1087	38.2220
			36.8411	37.9464	39.0848
203 [GU]	CAPTAIN		39.4005	40.5825	41.8000
			40.5747	41.7919	43.0457
			43.2092	44.5055	45.8407
218	BATTALION CHIEF		44.3144	45.6438	47.0131
			47.5526	48.9792	50.4485
		G (7)	50.0934	51.5962	53.3386
DAY PERSONNEL					
213 [G13]	DEPUTY FIRE MARSHAL		37.5053	38.6305	39.7894
			40.2660	41.4740	42.7182
		D (4)	42.2385	43.5057	44.8109
			44.3716	45.7028	47.0738
			46.5856	47.9832	49.4227
			50.2767	51.7850	53.3386
216 [G161]	ASSISTANT		39.3817	40.5631	41.7800

	TRAINING CHIEF		41.3507	42.5912	43.8690
			43.4182	44.7207	46.0624
			45.7035	47.0746	48.4869
			47.9892	49.4289	50.9117
			50.3680	51.8791	53.4354
217 [G17]	ASSISSTANT FIRE MARSHAL	D (4)	43.8357	45.1507	46.5053
			46.1430	47.5273	48.9531
			48.4506	49.9041	51.4013
			52.3053	53.8744	55.4907
228 [G28]	TRAINING CHIEF FIRE MARSHAL	D (4)	49.0144	50.4848	51.9994
			52.4499	54.0234	55.6441
			55.0617	56.7135	58.4149
			58.3363	60.0864	61.8890

Paramedic Pay = 6% of Grade 177, step D in 2023-24, 7% in 2024-25, 8% in 2025-26