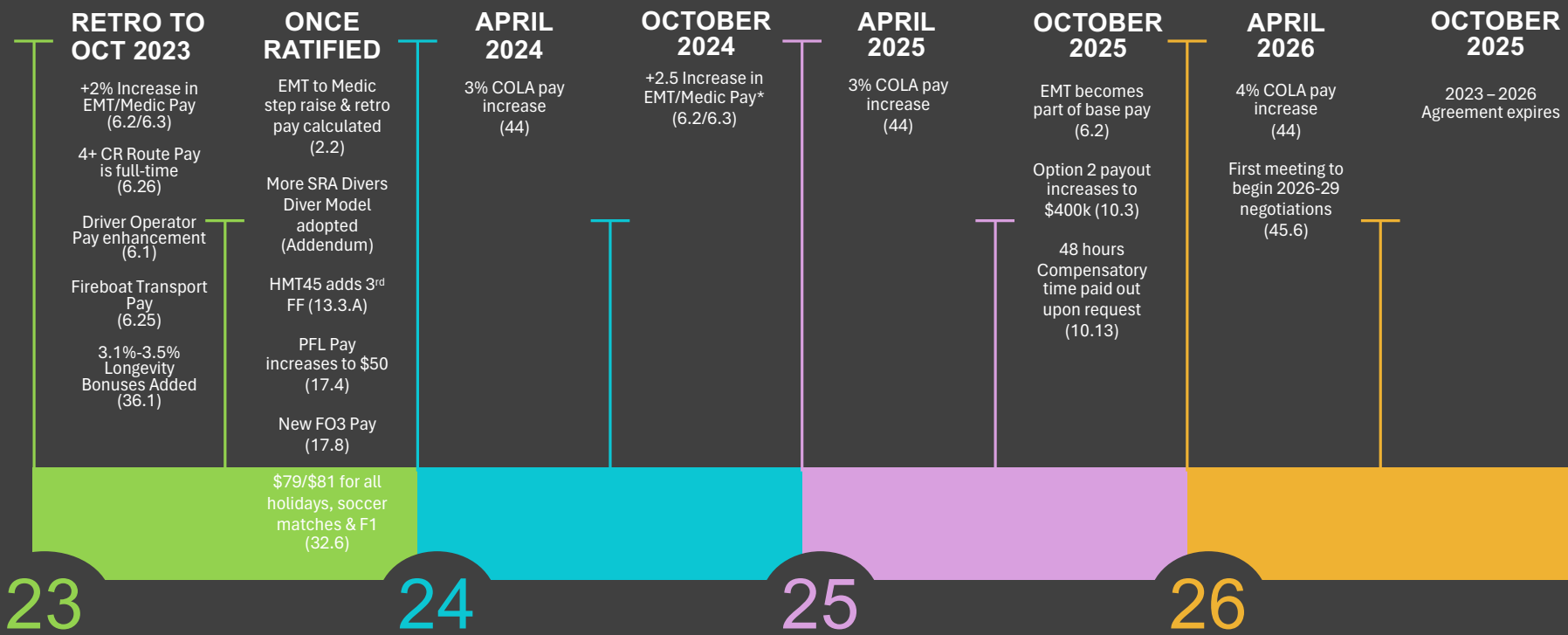




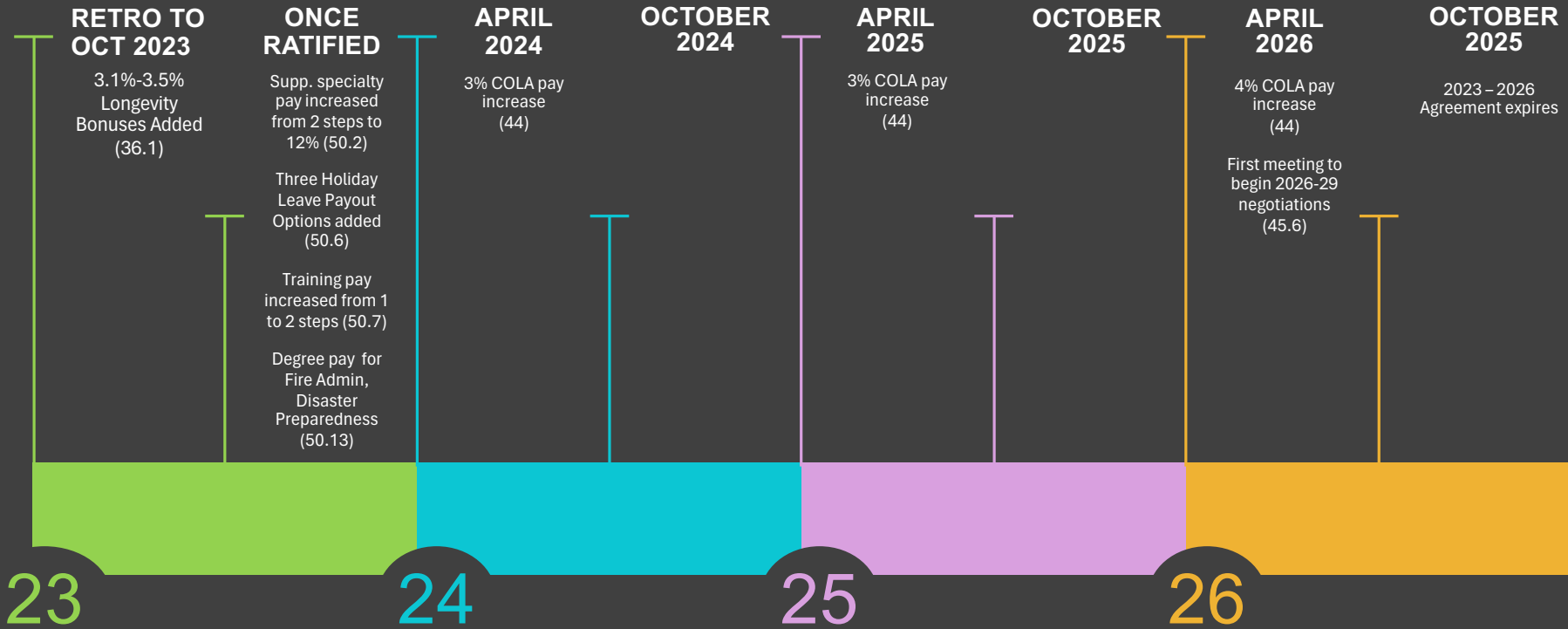
FIREFIGHTING PERSONNEL PAY INCENTIVES 2023-26 TIMELINE



*Refer to Article 6.2 & 6.3 for further explanation.



DISPATCHING PERSONNEL PAY INCENTIVES 2023-26 TIMELINE



*Compensation Study for Dispatch Supervisors requested