

**Town of Bow
Collective Bargaining Pay table**

July 1, 2025

Labor Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Grade 12									
Firefighter/EMT-B	22.87	23.45	24.04	24.64	25.25	25.88	26.53	27.19	27.87
	\$914.80	\$938.00	\$961.60	\$985.60	\$1,010.00	\$1,035.20	\$1,061.20	\$1,087.60	\$1,114.80
	\$47,569.60	\$48,776.00	\$50,003.20	\$51,251.20	\$52,520.00	\$53,830.40	\$55,182.40	\$56,555.20	\$57,969.60
Grade 13									
Firefighter/AEMT	24.04	24.64	25.25	25.88	26.53	27.19	27.87	28.57	29.29
Master Firefighter/EMT-B	\$961.60	\$985.60	\$1,010.00	\$1,035.20	\$1,061.20	\$1,087.60	\$1,114.80	\$1,142.80	\$1,171.60
	\$50,003.20	\$51,251.20	\$52,520.00	\$53,830.40	\$55,182.40	\$56,555.20	\$57,969.60	\$59,425.60	\$60,923.20
Grade 16									
Firefighter/Paramedic	27.87	28.57	29.29	30.02	30.77	31.54	32.34	33.14	33.97
Master Firefighter/AEMT	\$1,114.80	\$1,142.80	\$1,171.60	\$1,200.80	\$1,230.80	\$1,261.60	\$1,293.60	\$1,325.60	\$1,358.80
	\$57,969.60	\$59,425.60	\$60,923.20	\$62,441.60	\$64,001.60	\$65,603.20	\$67,267.20	\$68,931.20	\$70,657.60
Grade 17									
Police Patrol Officer	29.29	30.02	30.77	31.54	32.34	33.14	33.97	34.82	35.69
Master Firefighter/Paramedic	\$1,171.60	\$1,200.80	\$1,230.80	\$1,261.60	\$1,293.60	\$1,325.60	\$1,358.80	\$1,392.80	\$1,427.60
	\$60,923.20	\$62,441.60	\$64,001.60	\$65,603.20	\$67,267.20	\$68,931.20	\$70,657.60	\$72,425.60	\$74,235.20
Grade 18									
Police Master Patrol Officer	30.77	31.54	32.34	33.14	33.97	34.82	35.69	36.58	37.49
	\$1,230.80	\$1,261.60	\$1,293.60	\$1,325.60	\$1,358.80	\$1,392.80	\$1,427.60	\$1,463.20	\$1,499.60
	\$64,001.60	\$65,603.20	\$67,267.20	\$68,931.20	\$70,657.60	\$72,425.60	\$74,235.20	\$76,086.40	\$77,979.20
Grade 19									
Detective/Master Patrol Officer	32.34	33.14	33.97	34.82	35.69	36.58	37.49	38.43	39.39
	\$1,293.60	\$1,325.60	\$1,358.80	\$1,392.80	\$1,427.60	\$1,463.20	\$1,499.60	\$1,537.20	\$1,575.60
	\$67,267.20	\$68,931.20	\$70,657.60	\$72,425.60	\$74,235.20	\$76,086.40	\$77,979.20	\$79,934.40	\$81,931.20

Town of Bow Collective Bargaining Pay table

Labor Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
July 1, 2026									
Labor Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Grade 12									
Firefighter/EMT-B	23.56	24.15	24.76	25.37	26.00	26.66	27.33	28.01	28.71
	\$942.40	\$966.00	\$990.40	\$1,014.80	\$1,040.00	\$1,066.40	\$1,093.20	\$1,120.40	\$1,148.40
	\$49,004.80	\$50,232.00	\$51,500.80	\$52,769.60	\$54,080.00	\$55,452.80	\$56,846.40	\$58,260.80	\$59,716.80
Grade 13									
Firefighter/AEMT	24.76	25.37	26.00	26.66	27.33	28.01	28.71	29.43	30.17
Master Firefighter/EMT-B	\$990.40	\$1,014.80	\$1,040.00	\$1,066.40	\$1,093.20	\$1,120.40	\$1,148.40	\$1,177.20	\$1,206.80
	\$51,500.80	\$52,769.60	\$54,080.00	\$55,452.80	\$56,846.40	\$58,260.80	\$59,716.80	\$61,214.40	\$62,753.60
Grade 16									
Firefighter/Paramedic	28.71	29.43	30.17	30.92	31.69	32.49	33.31	34.13	34.99
Master Firefighter/AEMT	\$1,148.40	\$1,177.20	\$1,206.80	\$1,236.80	\$1,267.60	\$1,299.60	\$1,332.40	\$1,365.20	\$1,399.60
	\$59,716.80	\$61,214.40	\$62,753.60	\$64,313.60	\$65,915.20	\$67,579.20	\$69,284.80	\$70,990.40	\$72,779.20
Grade 17									
Police Patrol Officer	30.17	30.92	31.69	32.49	33.31	34.13	34.99	35.86	36.76
Master Firefighter/Paramedic	\$1,206.80	\$1,236.80	\$1,267.60	\$1,299.60	\$1,332.40	\$1,365.20	\$1,399.60	\$1,434.40	\$1,470.40
	\$62,753.60	\$64,313.60	\$65,915.20	\$67,579.20	\$69,284.80	\$70,990.40	\$72,779.20	\$74,588.80	\$76,460.80
Grade 18									
Police Master Patrol Officer	31.69	32.49	33.31	34.13	34.99	35.86	36.76	37.68	38.62
	\$1,267.60	\$1,299.60	\$1,332.40	\$1,365.20	\$1,399.60	\$1,434.40	\$1,470.40	\$1,507.20	\$1,544.80
	\$65,915.20	\$67,579.20	\$69,284.80	\$70,990.40	\$72,779.20	\$74,588.80	\$76,460.80	\$78,374.40	\$80,329.60
Grade 19									
Detective/Master Patrol Officer	33.31	34.13	34.99	35.86	36.76	37.68	38.62	39.58	40.57
	\$1,332.40	\$1,365.20	\$1,399.60	\$1,434.40	\$1,470.40	\$1,507.20	\$1,544.80	\$1,583.20	\$1,622.80
	\$69,284.80	\$70,990.40	\$72,779.20	\$74,588.80	\$76,460.80	\$78,374.40	\$80,329.60	\$82,326.40	\$84,385.60

Town of Bow Collective Bargaining Pay table

Labor Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
July 1, 2027									
Labor Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Grade 12									
Firefighter/EMT-B	24.27	24.88	25.50	26.14	26.78	27.46	28.15	28.85	29.57
	\$970.80	\$995.20	\$1,020.00	\$1,045.60	\$1,071.20	\$1,098.40	\$1,126.00	\$1,154.00	\$1,182.80
	\$50,481.60	\$51,750.40	\$53,040.00	\$54,371.20	\$55,702.40	\$57,116.80	\$58,552.00	\$60,008.00	\$61,505.60
Grade 13									
Firefighter/AEMT	25.50	26.14	26.78	27.46	28.15	28.85	29.57	30.31	31.07
Master Firefighter/EMT-B	\$1,020.00	\$1,045.60	\$1,071.20	\$1,098.40	\$1,126.00	\$1,154.00	\$1,182.80	\$1,212.40	\$1,242.80
	\$53,040.00	\$54,371.20	\$55,702.40	\$57,116.80	\$58,552.00	\$60,008.00	\$61,505.60	\$63,044.80	\$64,625.60
Grade 16									
Firefighter/Paramedic	29.57	30.31	31.07	31.85	32.64	33.47	34.31	35.16	36.04
Master Firefighter/AEMT	\$1,182.80	\$1,212.40	\$1,242.80	\$1,274.00	\$1,305.60	\$1,338.80	\$1,372.40	\$1,406.40	\$1,441.60
	\$61,505.60	\$63,044.80	\$64,625.60	\$66,248.00	\$67,891.20	\$69,617.60	\$71,364.80	\$73,132.80	\$74,963.20
Grade 17									
Police Patrol Officer	31.07	31.85	32.64	33.47	34.31	35.16	36.04	36.94	37.87
Master Firefighter/Paramedic	\$1,242.80	\$1,274.00	\$1,305.60	\$1,338.80	\$1,372.40	\$1,406.40	\$1,441.60	\$1,477.60	\$1,514.80
	\$64,625.60	\$66,248.00	\$67,891.20	\$69,617.60	\$71,364.80	\$73,132.80	\$74,963.20	\$76,835.20	\$78,769.60
Grade 18									
Police Master Patrol Officer	32.64	33.47	34.31	35.16	36.04	36.94	37.87	38.81	39.78
	\$1,305.60	\$1,338.80	\$1,372.40	\$1,406.40	\$1,441.60	\$1,477.60	\$1,514.80	\$1,552.40	\$1,591.20
	\$67,891.20	\$69,617.60	\$71,364.80	\$73,132.80	\$74,963.20	\$76,835.20	\$78,769.60	\$80,724.80	\$82,742.40
Grade 19									
Detective/Master Patrol Officer	34.31	35.16	36.04	36.94	37.87	38.81	39.78	40.77	41.79
	\$1,372.40	\$1,406.40	\$1,441.60	\$1,477.60	\$1,514.80	\$1,552.40	\$1,591.20	\$1,630.80	\$1,671.60
	\$71,364.80	\$73,132.80	\$74,963.20	\$76,835.20	\$78,769.60	\$80,724.80	\$82,742.40	\$84,801.60	\$86,923.20

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