

APPENDIX A - IAFF SALARY SCHEDULE

Detail

Effective 1-1-22 to 12-31-22

5% General Wage Adjustment With 5.50% Deferred Comp

Schedule	Average Shift Hours/Year:	2,568	Shift Hours Per Week:		49.39									
			Step 1 70% 12 Months	Step 2 75% 12 Months	Step 3 85% 12 Months	Step 4 90% 12 Months	Step 5 100% 12 Months	Step 5 +1.25% 6th Yr	Step 5 +2.5% 11th Yr	Step 5 +3.75% 16th Yr	Step 5 +5% 21st Yr	Step 5 +6.5% 26th Yr	Step 5 +8% 31st Yr	
FF2	Firefighter	Annual	69,405.12	74,362.56	84,277.44	89,235.12	99,150.00	100,389.36	101,628.72	102,868.08	104,107.44	105,594.72	107,082.00	
		Monthly	5,783.76	6,196.88	7,023.12	7,436.26	8,262.50	8,365.78	8,469.06	8,572.34	8,675.62	8,799.56	8,923.50	
		Semi-Monthly	2,891.88	3,098.44	3,511.56	3,718.13	4,131.25	4,182.89	4,234.53	4,286.17	4,337.81	4,399.78	4,461.75	
		Non-Shift Hourly	33.37	35.75	40.52	42.90	47.67	48.26	48.86	49.46	50.05	50.77	51.48	
		Non-Shift Overtime	50.06	53.63	60.78	64.35	71.51	72.39	73.29	74.19	75.08	76.16	77.22	
		Shift/Hourly	27.03	28.96	32.82	34.75	38.61	39.09	39.58	40.06	40.54	41.12	41.70	
		Shift/Overtime	40.54	43.44	49.23	52.12	57.91	58.64	59.36	60.09	60.81	61.68	62.55	
		Semi- Mo Def Comp	159.05	170.41	193.14	204.50	227.22	230.06	232.90	235.74	238.58	241.99	245.40	
FN2	Firefighter (Non-Shift)	Annual		80,311.44	90,226.56	95,184.00	105,099.12	106,412.88	107,726.64	109,040.40	110,354.16	111,930.48	113,507.04	
		Monthly		6,692.62	7,518.88	7,932.00	8,758.26	8,867.74	8,977.22	9,086.70	9,196.18	9,327.54	9,458.92	
		Semi-Monthly		3,346.31	3,759.44	3,966.00	4,379.13	4,433.87	4,488.61	4,543.35	4,598.09	4,663.77	4,729.46	
		Non-Shift Hourly		38.61	43.38	45.76	50.53	51.16	51.79	52.42	53.05	53.81	54.57	
		Non-Shift Overtime		57.92	65.07	68.64	75.80	76.74	77.69	78.63	79.58	80.72	81.86	
		Shift/Hourly		31.27	35.13	37.07	40.93	41.44	41.95	42.46	42.97	43.59	44.20	
		Shift/Overtime		46.91	52.70	55.60	61.39	62.16	62.92	63.69	64.46	65.38	66.30	
		Semi- Mo Def Comp		184.05	206.77	218.13	240.85	243.86	246.87	249.88	252.89	256.51	260.12	
PT2	Firefighter Paramedic Trainee (Non-Shift)	Annual	74,020.39											
		Monthly	6,168.37											
		Semi-Monthly	3,084.18											
		Non-Shift Hourly	35.59											
		Non-Shift Overtime	53.39											
		Shift/Hourly	28.82											
		Shift/Overtime	43.24											
		90% of FF Paramedic (step 1)	Semi-Mo Def Comp	169.63										
FB2	Firefighter/Ladder Truck & Rescue Boat Operator	Annual	70,793.28	75,849.84	85,963.20	91,019.76	101,133.12	102,397.20	103,661.52	104,925.60	106,189.68	107,706.72	109,223.76	
		Monthly	5,899.44	6,320.82	7,163.60	7,584.98	8,427.76	8,533.10	8,638.46	8,743.80	8,849.14	8,975.56	9,101.98	
		Semi-Monthly	2,949.72	3,160.41	3,581.80	3,792.49	4,213.88	4,266.55	4,319.23	4,371.90	4,424.57	4,487.78	4,550.99	
		Non-Shift Hourly	34.04	36.47	41.33	43.76	48.62	49.23	49.84	50.45	51.05	51.78	52.51	
		Non-Shift Overtime	51.06	54.71	62.00	65.64	72.93	73.85	74.76	75.68	76.58	77.67	78.77	
		Shift/Hourly	27.57	29.54	33.47	35.44	39.38	39.87	40.37	40.86	41.35	41.94	42.53	
		Shift/Overtime	41.35	44.30	50.21	53.17	59.07	59.81	60.55	61.29	62.03	62.91	63.80	
		102%	Semi-Mo Def Comp	162.23	173.82	197.00	208.59	231.76	234.66	237.56	240.45	243.35	246.83	250.30
FE2	Firefighter - Equip Maint.	Annual	72,181.20	77,337.12	87,648.72	92,804.40	103,116.00	104,405.04	105,693.84	106,982.88	108,271.92	109,818.48	111,365.28	
		Monthly	6,015.10	6,444.76	7,304.06	7,733.70	8,593.00	8,700.42	8,807.82	8,915.24	9,022.66	9,151.54	9,280.44	
		Semi-Monthly	3,007.55	3,222.38	3,652.03	3,866.85	4,296.50	4,350.21	4,403.91	4,457.62	4,511.33	4,575.77	4,640.22	
		Non-Shift Hourly	34.70	37.18	42.14	44.62	49.58	50.19	50.81	51.43	52.05	52.80	53.54	
		Non-Shift Overtime	52.05	55.77	63.21	66.93	74.37	75.29	76.22	77.15	78.08	79.20	80.31	
		Shift/Hourly	28.11	30.12	34.13	36.14	40.15	40.66	41.16	41.66	42.16	42.76	43.37	
		Shift/Overtime	42.16	45.17	51.20	54.21	60.23	60.98	61.74	62.49	63.24	64.15	65.05	
		104%	Semi-Mo Def Comp	165.42	177.23	200.86	212.68	236.31	239.26	242.22	245.17	248.12	251.67	255.21
FR2	Firefighter - Equip Maint & Rescue Boat Operator	Annual	73,569.36	78,824.40	89,334.24	94,589.28	105,099.12	106,412.88	107,726.64	109,040.40	110,354.16	111,930.48	113,507.04	
		Monthly	6,130.78	6,568.70	7,444.52	7,882.44	8,758.26	8,867.74	8,977.22	9,086.70	9,196.18	9,327.54	9,458.92	
		Semi-Monthly	3,065.39	3,284.35	3,722.26	3,941.22	4,379.13	4,433.87	4,488.61	4,543.35	4,598.09	4,663.77	4,729.46	

APPENDIX A - IAFF SALARY SCHEDULE

Detail

Effective 1-1-22 to 12-31-22

5% General Wage Adjustment With 5.50% Deferred Comp

Schedule	Average Shift Hours/Year:	2,568	Shift Hours Per Week:		49.39									
		Non-Shift Hourly	35.37	37.90	42.95	45.48	50.53	51.16	51.79	52.42	53.05	53.81	54.57	
		Non-Shift Overtime	53.06	56.85	64.43	68.22	75.80	76.74	77.69	78.63	79.58	80.72	81.86	
		Shift/Hourly	28.65	30.69	34.79	36.83	40.93	41.44	41.95	42.46	42.97	43.59	44.20	
		Shift/Overtime	42.97	46.04	52.18	55.25	61.39	62.16	62.92	63.69	64.46	65.38	66.30	
106%		Semi-Mo Def Comp	168.60	180.64	204.72	216.77	240.85	243.86	246.87	249.88	252.89	256.51	260.12	
EN2	Firefighter - Equip Maint.		Step 1	Step 2	Step 3	Step 4	Step 5	Step 5	Step 5	Step 5	Step 5	Step 5	Step 5	
SN2	Firefighter - SCBA (Non-Shift)		70%	75%	85%	90%	100%	+1.25%	+2.5%	+3.75%	+5%	+6.5%	+8%	
		Annual	12 Months	12 Months	12 Months	12 Months	12 Months	6th Yr	11th Yr	16th Yr	21st Yr	26th Yr	31st Yr	
		76,345.68	81,798.96	92,705.28	98,158.56	109,065.12	110,428.32	111,791.76	113,154.96	114,518.40	116,154.24	117,790.32	117,790.32	
		Monthly	6,362.14	6,816.58	7,725.44	8,179.88	9,088.76	9,202.36	9,315.98	9,429.58	9,543.20	9,679.52	9,815.86	
		Semi-Monthly	3,181.07	3,408.29	3,862.72	4,089.94	4,544.38	4,601.18	4,657.99	4,714.79	4,771.60	4,839.76	4,907.93	
		Non-Shift Hourly	36.70	39.33	44.57	47.19	52.44	53.09	53.75	54.40	55.06	55.84	56.63	
		Non-Shift Overtime	55.05	59.00	66.86	70.79	78.66	79.64	80.63	81.60	82.59	83.76	84.95	
		Shift/Hourly	29.73	31.85	36.10	38.22	42.47	43.00	43.53	44.06	44.59	45.23	45.87	
		Shift/Overtime	44.59	47.78	54.15	57.34	63.71	64.50	65.30	66.10	66.89	67.85	68.80	
110%		Semi-Mo Def Comp	174.96	187.46	212.45	224.95	249.94	253.06	256.19	259.31	262.44	266.19	269.94	
PM2	Firefighter Paramedic		Step 1	Step 2	Step 3	Step 4	Step 5	Step 5	Step 5	Step 5	Step 5	Step 5	Step 5	
			70%	75%	85%	90%	100%	+1.25%	+2.5%	+3.75%	+5%	+6.5%	+8%	
		Annual	12 Months	12 Months	12 Months	12 Months	12 Months	6th Yr	11th Yr	16th Yr	21st Yr	26th Yr	31st Yr	
		78,080.64	83,658.00	94,812.24	100,389.36	111,543.84	112,938.24	114,332.40	115,726.80	117,120.96	118,794.24	120,467.28	120,467.28	
		Monthly	6,506.72	6,971.50	7,901.02	8,365.78	9,295.32	9,411.52	9,527.70	9,643.90	9,760.08	9,899.52	10,038.94	
		Semi-Monthly	3,253.36	3,485.75	3,950.51	4,182.89	4,647.66	4,705.76	4,763.85	4,821.95	4,880.04	4,949.76	5,019.47	
		Non-Shift Hourly	37.54	40.22	45.58	48.26	53.63	54.30	54.97	55.64	56.31	57.11	57.92	
		Non-Shift Overtime	56.31	60.33	68.37	72.39	80.45	81.45	82.46	83.46	84.47	85.67	86.88	
		Shift/Hourly	30.41	32.58	36.92	39.09	43.44	43.98	44.52	45.06	45.61	46.26	46.91	
		Shift/Overtime	45.61	48.87	55.38	58.64	65.15	65.97	66.78	67.60	68.41	69.39	70.37	
112.5%		Semi-Mo Def Comp	178.93	191.72	217.28	230.06	255.62	258.82	262.01	265.21	268.40	272.24	276.07	
PR2	Firefighter Paramedic - & Rescue Boat Operator		Step 1	Step 2	Step 3	Step 4	Step 5	Step 5	Step 5	Step 5	Step 5	Step 5	Step 5	
			70%	75%	85%	90%	100%	+1.25%	+2.5%	+3.75%	+5%	+6.5%	+8%	
		Annual	12 Months	12 Months	12 Months	12 Months	12 Months	6th Yr	11th Yr	16th Yr	21st Yr	26th Yr	31st Yr	
		79,468.80	85,145.04	96,497.76	102,174.00	113,526.72	114,945.84	116,364.96	117,784.08	119,202.96	120,906.00	122,608.80	122,608.80	
		Monthly	6,622.40	7,095.42	8,041.48	8,514.50	9,460.56	9,578.82	9,697.08	9,815.34	9,933.58	10,075.50	10,217.40	
		Semi-Monthly	3,311.20	3,547.71	4,020.74	4,257.25	4,730.28	4,789.41	4,848.54	4,907.67	4,966.79	5,037.75	5,108.70	
		Non-Shift Hourly	38.21	40.94	46.39	49.12	54.58	55.26	55.94	56.63	57.31	58.13	58.95	
		Non-Shift Overtime	57.32	61.41	69.59	73.68	81.87	82.89	83.91	84.95	85.97	87.20	88.43	
		Shift/Hourly	30.95	33.16	37.58	39.79	44.21	44.76	45.31	45.87	46.42	47.08	47.74	
		Shift/Overtime	46.42	49.73	56.37	59.68	66.31	67.14	67.97	68.80	69.63	70.62	71.62	
114.5%		Semi-Mo Def Comp	182.12	195.12	221.14	234.15	260.17	263.42	266.67	269.92	273.17	277.08	280.98	
CP2	Firefighter Paramedic Continuous 10+ Yrs		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 5	Step 5	Step 5	Step 5	Step 5	
			70%	75%	85%	90%	100%	10+ Yrs	+1.25%	+2.5%	+3.75%	+5%	+8%	
		Annual	N/A	N/A	N/A	N/A	N/A	N/A	6th Yr	11th Yr	16th Yr	21st Yr	26th Yr	
		114,022.56	N/A	N/A	N/A	N/A	N/A	N/A	114,022.56	115,447.92	116,873.04	118,298.40	119,723.76	
		Monthly	N/A	N/A	N/A	N/A	N/A	N/A	9,501.88	9,620.66	9,739.42	9,858.20	9,976.98	
		Semi-Monthly	N/A	N/A	N/A	N/A	N/A	N/A	4,750.94	4,810.33	4,869.71	4,929.10	4,988.49	
		Non-Shift Hourly	N/A	N/A	N/A	N/A	N/A	N/A	54.82	55.50	56.19	56.87	57.56	
		Non-Shift Overtime	N/A	N/A	N/A	N/A	N/A	N/A	82.23	83.25	84.29	85.31	86.34	
		Shift/Hourly	N/A	N/A	N/A	N/A	N/A	N/A	44.40	44.96	45.51	46.07	46.62	
		Shift/Overtime	N/A	N/A	N/A	N/A	N/A	N/A	66.60	67.43	68.27	69.10	69.93	
115%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	N/A	N/A	261.30	264.57	267.83	271.10	274.37	
FP2	Deputy Fire Marshall (Non-Shift)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 5	Step 5	Step 5	Step 5	Step 5	Step 5	
FL2	Lieutenant (Shift)		70%	75%	85%	90%	100%	+1.25%	+2.5%	+3.75%	+5%	+6.5%	+8%	
FP2	Firefighter Fire Prev (Non-Shift)	Annual	12 Months	12 Months	12 Months	12 Months	12 Months	6th Yr	11th Yr	16th Yr	21st Yr	26th Yr	31st Yr	
		N/A	N/A	N/A	N/A	N/A	N/A	N/A	114,022.56	115,447.92	116,873.04	118,298.40	119,723.76	
		Monthly	N/A	N/A	N/A	N/A	N/A	N/A	9,501.88	9,620.66	9,739.42	9,858.20	9,976.98	
		Semi-Monthly	N/A	N/A	N/A	N/A	N/A	N/A	4,750.94	4,810.33	4,869.71	4,929.10	4,988.49	
		Non-Shift Hourly	N/A	N/A	N/A	N/A	N/A	N/A	54.82	55.50	56.19	56.87	57.56	
		Non-Shift Overtime	N/A	N/A	N/A	N/A	N/A	N/A	82.23	83.25	84.29	85.31	86.34	
		Shift/Hourly	N/A	N/A	N/A	N/A	N/A	N/A	44.40	44.96	45.51	46.07	46.62	
		Shift/Overtime	N/A	N/A	N/A	N/A	N/A	N/A	66.60	67.43	68.27	69.10	69.93	
115%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	N/A	N/A	261.30	264.57	267.83	271.10	274.37	

APPENDIX A - IAFF SALARY SCHEDULE

Detail

Effective 1-1-22 to 12-31-22

5% General Wage Adjustment With 5.50% Deferred Comp

Schedule	Average Shift Hours/Year:	2,568	Shift Hours Per Week:	49.39										
CB2	Firefighter Paramedic Continuous 10+ Yrs with Ladder Truck & Boat Operator	Annual	N/A	N/A	N/A	N/A	N/A	116,005.44	117,455.52	118,905.60	120,355.68	121,805.76	123,255.84	124,705.92
		Monthly	N/A	N/A	N/A	N/A	N/A	9,667.12	9,787.96	9,908.80	10,029.64	10,150.48	10,271.32	10,392.16
		Semi-Monthly	N/A	N/A	N/A	N/A	N/A	4,833.56	4,893.98	4,954.40	5,014.82	5,075.24	5,135.66	5,196.08
		Non-Shift Hourly	N/A	N/A	N/A	N/A	N/A	55.77	56.47	57.17	57.86	58.56	59.26	59.96
		Non-Shift Overtime	N/A	N/A	N/A	N/A	N/A	83.66	84.71	85.76	86.79	87.84	88.89	89.94
		Shift/Hourly	N/A	N/A	N/A	N/A	N/A	45.17	45.74	46.30	46.87	47.43	48.00	48.57
		Shift/Overtime	N/A	N/A	N/A	N/A	N/A	67.76	68.61	69.45	70.30	71.15	72.00	72.85
		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	N/A	265.85	269.17	272.49	275.82	279.14	282.47	285.80
PN2	Firefighter Paramedic (Non-Shift)	Annual	82,244.88	88,119.60	99,868.80	105,743.52	117,492.72	118,961.28	120,430.08	121,898.64	123,367.44	125,129.76	126,892.08	
		Monthly	6,853.74	7,343.30	8,322.40	8,811.96	9,791.06	9,913.44	10,035.84	10,158.22	10,280.62	10,403.02	10,525.42	
		Semi-Monthly	3,426.87	3,671.65	4,161.20	4,405.98	4,895.53	4,956.72	5,017.92	5,079.11	5,140.31	5,201.51	5,262.71	
		Non-Shift Hourly	39.54	42.37	48.01	50.84	56.49	57.19	57.90	58.61	59.31	60.02	60.73	
		Non-Shift Overtime	59.31	63.56	72.02	76.26	84.74	85.79	86.85	87.92	88.97	90.04	91.11	
		Shift/Hourly	32.03	34.31	38.89	41.18	45.75	46.32	46.90	47.47	48.04	48.61	49.18	
		Shift/Overtime	48.04	51.47	58.33	61.77	68.63	69.49	70.34	71.20	72.06	72.92	73.78	
		Semi-Mo Def Comp	188.48	201.94	228.87	242.33	269.25	272.62	275.99	279.35	282.72	286.09	289.46	
LP2	Lieutenant (Shift) (With Paramedic Certification)	Annual	N/A	N/A	N/A	107,082.00	118,980.00	120,467.28	121,954.56	123,441.84	124,929.12	126,713.76	128,498.40	
		Monthly	N/A	N/A	N/A	8,923.50	9,915.00	10,038.94	10,162.88	10,286.82	10,410.76	10,534.70	10,658.64	
		Semi-Monthly	N/A	N/A	N/A	4,461.75	4,957.50	5,019.47	5,081.44	5,143.41	5,205.38	5,267.35	5,329.31	
		Non-Shift Hourly	N/A	N/A	N/A	51.48	57.20	57.92	58.63	59.35	60.06	60.78	61.49	
		Non-Shift Overtime	N/A	N/A	N/A	77.22	85.80	86.88	87.95	89.03	90.09	91.18	92.26	
		Shift/Hourly	N/A	N/A	N/A	41.70	46.33	46.91	47.49	48.07	48.65	49.23	49.81	
		Shift/Overtime	N/A	N/A	N/A	62.55	69.50	70.37	71.24	72.10	72.97	73.84	74.71	
		Semi-Mo Def Comp	N/A	N/A	N/A	245.40	272.66	276.07	279.48	282.89	286.30	289.71	293.12	
LT2	Lieutenant (Non-Shift)	Annual	N/A	N/A	N/A	N/A	119,971.44	121,471.20	122,970.72	124,470.48	125,970.00	127,769.52	129,569.04	
		Monthly	N/A	N/A	N/A	N/A	9,997.62	10,122.60	10,247.56	10,372.54	10,497.50	10,622.46	10,747.42	
		Semi-Monthly	N/A	N/A	N/A	N/A	4,998.81	5,061.30	5,123.78	5,186.27	5,248.75	5,311.23	5,373.71	
		Non-Shift Hourly	N/A	N/A	N/A	N/A	57.68	58.40	59.12	59.84	60.56	61.28	62.00	
		Non-Shift Overtime	N/A	N/A	N/A	N/A	86.52	87.60	88.68	89.76	90.84	91.92	93.00	
		Shift/Hourly	N/A	N/A	N/A	N/A	46.72	47.30	47.89	48.47	49.05	49.63	50.21	
		Shift/Overtime	N/A	N/A	N/A	N/A	70.08	70.95	71.83	72.70	73.58	74.46	75.34	
		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	274.93	278.37	281.81	285.24	288.68	292.11	295.55	
MC2	Medical Officer - Captain (Shift)	Annual	N/A	N/A	N/A	N/A	122,946.00	124,482.72	126,019.44	127,556.16	129,092.88	130,937.52	132,782.16	
		Monthly	N/A	N/A	N/A	N/A	10,245.50	10,373.56	10,501.64	10,629.70	10,757.78	10,911.46	11,065.14	
		Semi-Monthly	N/A	N/A	N/A	N/A	5,122.75	5,186.78	5,250.82	5,314.85	5,378.89	5,455.73	5,532.57	
		Non-Shift Hourly	N/A	N/A	N/A	N/A	59.11	59.85	60.59	61.33	62.06	62.80	63.54	
		Non-Shift Overtime	N/A	N/A	N/A	N/A	88.67	89.78	90.89	92.00	93.09	94.19	95.29	
		Shift/Hourly	N/A	N/A	N/A	N/A	47.88	48.47	49.07	49.67	50.27	50.87	51.47	
		Shift/Overtime	N/A	N/A	N/A	N/A	71.81	72.71	73.61	74.51	75.41	76.31	77.21	
		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	281.75	285.27	288.80	292.32	295.84	300.07	304.29	
FM2	Fire Marshal Captain (Non-Shift)	Annual	N/A	N/A	N/A	N/A	128,895.12	130,506.24	132,117.36	133,728.48	135,339.60	137,273.28	139,206.96	
		Monthly	N/A	N/A	N/A	N/A	10,741.26	10,875.52	11,009.80	11,144.06	11,278.32	11,439.44	11,600.56	

APPENDIX A - IAFF SALARY SCHEDULE

Detail

Effective 1-1-22 to 12-31-22

5% General Wage Adjustment With 5.50% Deferred Comp

Schedule	Average Shift Hours/Year:	2,568		Shift Hours Per Week:	49.39								
		Semi-Monthly	N/A	N/A	N/A	N/A	5,370.63	5,437.76	5,504.90	5,572.03	5,639.16	5,719.72	5,800.28
		Non-Shift Hourly	N/A	N/A	N/A	N/A	61.97	62.74	63.52	64.29	65.07	66.00	66.93
		Non-Shift Overtime	N/A	N/A	N/A	N/A	92.96	94.11	95.28	96.44	97.61	99.00	100.40
		Shift/Hourly	N/A	N/A	N/A	N/A	50.19	50.82	51.45	52.08	52.70	53.46	54.21
		Shift/Overtime	N/A	N/A	N/A	N/A	75.29	76.23	77.17	78.11	79.05	80.18	81.31
130%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	295.38	299.08	302.77	306.46	310.15	314.58	319.02
BC2	Battalion Chief (Shift)		Step 1	Step 2	Step 3	Step 4	Step 5 100% 12 Months	Step 5 +1.25% 6th Yr	Step 5 +2.5% 11th Yr	Step 5 +3.75% 16th Yr	Step 5 +5% 21st Yr	Step 5 +6.5% 26th Yr	Step 5 +8% 31st Yr
		Annual	N/A	N/A	N/A	N/A	134,844.00	136,529.52	138,215.04	139,900.56	141,586.32	143,608.80	145,631.52
		Monthly	N/A	N/A	N/A	N/A	11,237.00	11,377.46	11,517.92	11,658.38	11,798.86	11,967.40	12,135.96
		Semi-Monthly	N/A	N/A	N/A	N/A	5,618.50	5,688.73	5,758.96	5,829.19	5,899.43	5,983.70	6,067.98
		Non-Shift Hourly	N/A	N/A	N/A	N/A	64.83	65.64	66.45	67.26	68.07	69.04	70.02
		Non-Shift Overtime	N/A	N/A	N/A	N/A	97.25	98.46	99.68	100.89	102.11	103.56	105.03
		Shift/Hourly	N/A	N/A	N/A	N/A	52.51	53.17	53.82	54.48	55.13	55.92	56.71
		Shift/Overtime	N/A	N/A	N/A	N/A	78.76	79.75	80.73	81.72	82.70	83.88	85.07
136%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	309.02	312.88	316.74	320.61	324.47	329.10	333.74
BN2	Battalion Chief - Training (Non-Shift)		Step 1	Step 2	Step 3	Step 4	Step 5 100% 12 Months	Step 5 +1.25% 6th Yr	Step 5 +2.5% 11th Yr	Step 5 +3.75% 16th Yr	Step 5 +5% 21st Yr	Step 5 +6.5% 26th Yr	Step 5 +8% 31st Yr
		Annual	N/A	N/A	N/A	N/A	140,793.12	142,553.04	144,312.96	146,072.88	147,832.80	149,944.56	152,056.56
		Monthly	N/A	N/A	N/A	N/A	11,732.76	11,879.42	12,026.08	12,172.74	12,319.40	12,495.38	12,671.38
		Semi-Monthly	N/A	N/A	N/A	N/A	5,866.38	5,939.71	6,013.04	6,086.37	6,159.70	6,247.69	6,335.69
		Non-Shift Hourly	N/A	N/A	N/A	N/A	67.69	68.54	69.38	70.23	71.07	72.09	73.10
		Non-Shift Overtime	N/A	N/A	N/A	N/A	101.54	102.81	104.07	105.35	106.61	108.14	109.65
		Shift/Hourly	N/A	N/A	N/A	N/A	54.83	55.51	56.20	56.88	57.57	58.39	59.21
		Shift/Overtime	N/A	N/A	N/A	N/A	82.24	83.27	84.29	85.32	86.35	87.58	88.82
142%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	322.65	326.68	330.72	334.75	338.78	343.62	348.46

General Wage Adjustment applied to semi-monthly Firefighter pay at 100% (step 5). Step percentage and differential pay rates are calculated from said Firefighter 100% rate after annual General Wage Adjustment is applied. General Wage Adjustment will be calculated out to three decimal places. Longevity pay rates are calculated from the base differential rate at 100%. Published hourly wages are estimates and actuals may vary (due to penny rounding) and will be calculated by City payroll software system.

APPENDIX A - IAFF SALARY SCHEDULE

Detail

Effective 1-1-23 to 12-31-23

CPI-W est. 4% General Wage Adjustment with 5.50% Deferred Comp

Schedule	Average Shift Hours/Year:	2,568	Shift Hours Per Week:	49.39										
FP3	Deputy Fire Marshall (Non-Shift)		Step 1	Step 2	Step 3	Step 4	Step 5 100% 12 Months	Step 5 +1.25% 6th Yr	Step 5 +2.5% 11th Yr	Step 5 +3.75% 16th Yr	Step 5 +5% 21st Yr	Step 5 +6.5% 26th Yr	Step 5 +8% 31st Yr	
FL3	Lieutenant (Shift)	Annual	N/A	N/A	N/A	106,725.12	118,583.52	120,065.76	121,548.00	123,030.48	124,512.72	126,291.36	128,070.24	
FP3	Firefighter Fire Prev (Non-Shift)	Monthly	N/A	N/A	N/A	8,893.76	9,881.96	10,005.48	10,129.00	10,252.54	10,376.06	10,524.28	10,672.52	
		Semi-Monthly	N/A	N/A	N/A	4,446.88	4,940.98	5,002.74	5,064.50	5,126.27	5,188.03	5,262.14	5,336.26	
		Non-Shift Hourly	N/A	N/A	N/A	51.31	57.01	57.72	58.44	59.15	59.86	60.72	61.57	
		Non-Shift Overtime	N/A	N/A	N/A	76.97	85.52	86.58	87.66	88.73	89.79	91.08	92.36	
		Shift/Hourly	N/A	N/A	N/A	41.56	46.18	46.75	47.33	47.91	48.49	49.18	49.87	
		Shift/Overtime	N/A	N/A	N/A	62.34	69.27	70.13	71.00	71.86	72.73	73.77	74.81	
115%		Semi-Mo Def Comp	N/A	N/A	N/A	244.58	271.75	275.15	278.55	281.94	285.34	289.42	293.49	
	Firefighter Paramedic Continuous 10+ Yrs with Ladder Truck & Boat Operator		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 10+ Yrs	Step 5 +1.25% 6th Yr	Step 5 +2.5% 11th Yr	Step 5 +3.75% 16th Yr	Step 5 +5% 21st Yr	Step 5 +6.5% 26th Yr	Step 5 +8% 31st Yr
CB3		Annual	N/A	N/A	N/A	N/A	N/A	120,645.84	122,154.00	123,661.92	125,170.08	126,678.24	128,487.84	130,297.44
		Monthly	N/A	N/A	N/A	N/A	N/A	10,053.82	10,179.50	10,305.16	10,430.84	10,556.52	10,707.32	10,858.12
		Semi-Monthly	N/A	N/A	N/A	N/A	N/A	5,026.91	5,089.75	5,152.58	5,215.42	5,278.26	5,353.66	5,429.06
		Non-Shift Hourly	N/A	N/A	N/A	N/A	N/A	58.00	58.73	59.45	60.18	60.90	61.77	62.64
		Non-Shift Overtime	N/A	N/A	N/A	N/A	N/A	87.00	88.10	89.18	90.27	91.35	92.66	93.96
		Shift/Hourly	N/A	N/A	N/A	N/A	N/A	46.98	47.57	48.15	48.74	49.33	50.03	50.74
		Shift/Overtime	N/A	N/A	N/A	N/A	N/A	70.47	71.35	72.23	73.11	73.99	75.05	76.11
117%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	N/A	276.48	279.94	283.39	286.85	290.30	294.45	298.60
PN3	Firefighter Paramedic (Non-Shift)		Step 1 70% 12 Months	Step 2 75% 12 Months	Step 3 85% 12 Months	Step 4 90% 12 Months	Step 5 100% 12 Months	Step 5 +1.25% 6th Yr	Step 5 +2.5% 11th Yr	Step 5 +3.75% 16th Yr	Step 5 +5% 21st Yr	Step 5 +6.5% 26th Yr	Step 5 +8% 31st Yr	
		Annual	85,534.80	91,644.24	103,863.60	109,973.28	122,192.40	123,719.76	125,247.12	126,774.72	128,302.08	130,134.96	131,967.84	
		Monthly	7,127.90	7,637.02	8,655.30	9,164.44	10,182.70	10,309.98	10,437.26	10,564.56	10,691.84	10,844.58	10,997.32	
		Semi-Monthly	3,563.95	3,818.51	4,327.65	4,582.22	5,091.35	5,154.99	5,218.63	5,282.28	5,345.92	5,422.29	5,498.66	
		Non-Shift Hourly	41.12	44.06	49.93	52.87	58.75	59.48	60.21	60.95	61.68	62.56	63.45	
		Non-Shift Overtime	61.68	66.09	74.90	79.31	88.13	89.22	90.32	91.43	92.52	93.84	95.18	
		Shift/Hourly	33.31	35.69	40.45	42.82	47.58	48.18	48.77	49.37	49.96	50.68	51.39	
		Shift/Overtime	49.96	53.53	60.67	64.24	71.37	72.27	73.16	74.05	74.94	76.01	77.08	
118.5%		Semi-Mo Def Comp	196.02	210.02	238.02	252.02	280.02	283.52	287.02	290.53	294.03	298.23	302.43	
LP3	Lieutenant (Shift) (With Paramedic Certification)		Step 1	Step 2	Step 3	Step 4	Step 5 100% 12 Months	Step 5 +1.25% 6th Yr	Step 5 +2.5% 11th Yr	Step 5 +3.75% 16th Yr	Step 5 +5% 21st Yr	Step 5 +6.5% 26th Yr	Step 5 +8% 31st Yr	
		Annual	N/A	N/A	N/A	111,365.28	123,739.20	125,286.00	126,832.80	128,379.36	129,926.16	131,782.32	133,638.24	
		Monthly	N/A	N/A	N/A	9,280.44	10,311.60	10,440.50	10,569.40	10,698.28	10,827.18	10,981.86	11,136.52	
		Semi-Monthly	N/A	N/A	N/A	4,640.22	5,155.80	5,220.25	5,284.70	5,349.14	5,413.59	5,490.93	5,568.26	
		Non-Shift Hourly	N/A	N/A	N/A	53.54	59.49	60.23	60.98	61.72	62.46	63.36	64.25	
		Non-Shift Overtime	N/A	N/A	N/A	80.31	89.24	90.35	91.47	92.58	93.69	95.04	96.38	
		Shift/Hourly	N/A	N/A	N/A	43.37	48.19	48.79	49.39	49.99	50.59	51.32	52.04	
		Shift/Overtime	N/A	N/A	N/A	65.05	72.28	73.18	74.08	74.99	75.89	76.98	78.06	
120%		Semi-Mo Def Comp	N/A	N/A	N/A	255.21	283.57	287.11	290.66	294.20	297.75	302.00	306.25	
LT3	Lieutenant (Non-Shift)		Step 1	Step 2	Step 3	Step 4	Step 5 100% 12 Months	Step 5 +1.25% 6th Yr	Step 5 +2.5% 11th Yr	Step 5 +3.75% 16th Yr	Step 5 +5% 21st Yr	Step 5 +6.5% 26th Yr	Step 5 +8% 31st Yr	
CN3	Firefighter Paramedic Cont 10+ Yrs (Non-Shift)	Annual	N/A	N/A	N/A	N/A	124,770.48	126,330.00	127,889.76	129,449.28	131,009.04	132,880.56	134,752.08	
		Monthly	N/A	N/A	N/A	N/A	10,397.54	10,527.50	10,657.48	10,787.44	10,917.42	11,073.38	11,229.34	
		Semi-Monthly	N/A	N/A	N/A	N/A	5,198.77	5,263.75	5,328.74	5,393.72	5,458.71	5,536.69	5,614.67	
		Non-Shift Hourly	N/A	N/A	N/A	N/A	59.99	60.74	61.49	62.24	62.99	63.88	64.78	
		Non-Shift Overtime	N/A	N/A	N/A	N/A	89.99	91.11	92.24	93.36	94.49	95.82	97.17	
		Shift/Hourly	N/A	N/A	N/A	N/A	48.59	49.19	49.80	50.41	51.02	51.74	52.47	
		Shift/Overtime	N/A	N/A	N/A	N/A	72.88	73.79	74.70	75.61	76.52	77.62	78.71	
121%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	285.93	289.51	293.08	296.65	300.23	304.52	308.81	

APPENDIX A - IAFF SALARY SCHEDULE

Detail

Effective 1-1-23 to 12-31-23

CPI-W est. 4% General Wage Adjustment with 5.50% Deferred Comp

Schedule	Average Shift Hours/Year:	2,568	Shift Hours Per Week:	49.39										
			Step 1	Step 2	Step 3	Step 4	Step 5 100% 12 Months	Step 5 +1.25% 6th Yr	Step 5 +2.5% 11th Yr	Step 5 +3.75% 16th Yr	Step 5 +5% 21st Yr	Step 5 +6.5% 26th Yr	Step 5 +8% 31st Yr	
MC3	Medical Officer - Captain (Shift)													
FC3	Fire Captain (Shift)	Annual	N/A	N/A	N/A	N/A	127,863.84	129,462.24	131,060.40	132,658.80	134,256.96	136,175.04	138,092.88	
		Monthly	N/A	N/A	N/A	N/A	10,655.32	10,788.52	10,921.70	11,054.90	11,188.08	11,347.92	11,507.74	
		Semi-Monthly	N/A	N/A	N/A	N/A	5,327.66	5,394.26	5,460.85	5,527.45	5,594.04	5,673.96	5,753.87	
		Non-Shift Hourly	N/A	N/A	N/A	N/A	61.47	62.24	63.01	63.78	64.55	65.47	66.39	
		Non-Shift Overtime	N/A	N/A	N/A	N/A	92.21	93.36	94.52	95.67	96.83	98.21	99.59	
		Shift/Hourly	N/A	N/A	N/A	N/A	49.79	50.41	51.04	51.66	52.28	53.03	53.77	
		Shift/Overtime	N/A	N/A	N/A	N/A	74.69	75.62	76.55	77.49	78.42	79.54	80.66	
124%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	293.02	296.68	300.35	304.01	307.67	312.07	316.46	
FM3	Fire Marshal Captain (Non-Shift)													
MO3	Medical Officer - Cpt (Non-Shift)	Annual	N/A	N/A	N/A	N/A	134,050.80	135,726.48	137,402.16	139,077.60	140,753.28	142,764.00	144,774.96	
		Monthly	N/A	N/A	N/A	N/A	11,170.90	11,310.54	11,450.18	11,589.80	11,729.44	11,897.00	12,064.58	
		Semi-Monthly	N/A	N/A	N/A	N/A	5,585.45	5,655.27	5,725.09	5,794.90	5,864.72	5,948.50	6,032.29	
		Non-Shift Hourly	N/A	N/A	N/A	N/A	64.45	65.25	66.06	66.86	67.67	68.64	69.60	
		Non-Shift Overtime	N/A	N/A	N/A	N/A	96.68	97.88	99.09	100.29	101.51	102.96	104.40	
		Shift/Hourly	N/A	N/A	N/A	N/A	52.20	52.85	53.51	54.16	54.81	55.59	56.38	
		Shift/Overtime	N/A	N/A	N/A	N/A	78.30	79.28	80.26	81.24	82.22	83.39	84.56	
130%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	307.20	311.04	314.88	318.72	322.56	327.17	331.78	
BC3	Battalion Chief (Shift)													
		Annual	N/A	N/A	N/A	N/A	140,237.76	141,990.72	143,743.68	145,496.64	147,249.60	149,353.20	151,456.80	
		Monthly	N/A	N/A	N/A	N/A	11,686.48	11,832.56	11,978.64	12,124.72	12,270.80	12,446.10	12,621.40	
		Semi-Monthly	N/A	N/A	N/A	N/A	5,843.24	5,916.28	5,989.32	6,062.36	6,135.40	6,223.05	6,310.70	
		Non-Shift Hourly	N/A	N/A	N/A	N/A	67.42	68.26	69.11	69.95	70.79	71.80	72.82	
		Non-Shift Overtime	N/A	N/A	N/A	N/A	101.13	102.39	103.67	104.93	106.19	107.70	109.23	
		Shift/Hourly	N/A	N/A	N/A	N/A	54.61	55.29	55.97	56.66	57.34	58.16	58.98	
		Shift/Overtime	N/A	N/A	N/A	N/A	81.91	82.94	83.96	84.99	86.01	87.24	88.47	
136%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	321.38	325.40	329.41	333.43	337.45	342.27	347.09	
BN3	Battalion Chief - Training (Non-Shift)													
		Annual	N/A	N/A	N/A	N/A	146,424.72	148,254.96	150,085.44	151,915.68	153,745.92	155,942.40	158,138.64	
		Monthly	N/A	N/A	N/A	N/A	12,202.06	12,354.58	12,507.12	12,659.64	12,812.16	12,995.20	13,178.22	
		Semi-Monthly	N/A	N/A	N/A	N/A	6,101.03	6,177.29	6,253.56	6,329.82	6,406.08	6,497.60	6,589.11	
		Non-Shift Hourly	N/A	N/A	N/A	N/A	70.40	71.28	72.16	73.04	73.92	74.97	76.03	
		Non-Shift Overtime	N/A	N/A	N/A	N/A	105.60	106.92	108.24	109.56	110.88	112.46	114.05	
		Shift/Hourly	N/A	N/A	N/A	N/A	57.02	57.73	58.44	59.16	59.87	60.73	61.58	
		Shift/Overtime	N/A	N/A	N/A	N/A	85.53	86.60	87.67	88.74	89.80	91.09	92.37	
142%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	335.56	339.75	343.95	348.14	352.33	357.37	362.40	

General Wage Adjustment applied to semi-monthly Firefighter pay at 100% (step 5). Step percentage and differential pay rates are calculated from said Firefighter 100% rate after annual General Wage Adjustment is applied. General Wage Adjustment will be calculated out to three decimal places. Longevity pay rates are calculated from the base differential rate at 100%. Published hourly wages are estimates and actuals may vary (due to penny rounding) and will be calculated by City payroll software system.

APPENDIX A - IAFF SALARY SCHEDULE

Detail

Effective 1-1-24 to 12-31-24

CPI-W est. 4% General Wage Adjustment with 5.50% Deferred Comp

Schedule	Average Shift Hours/Year:	2,568	Shift Hours Per Week:	49.39										
			Step 1 70% 12 Months	Step 2 75% 12 Months	Step 3 85% 12 Months	Step 4 90% 12 Months	Step 5 100% 12 Months	Step 5 +1.25% 6th Yr	Step 5 +2.5% 11th Yr	Step 5 +3.75% 16th Yr	Step 5 +5% 21st Yr	Step 5 +6.5% 26th Yr	Step 5 +8% 31st Yr	
FF4	Firefighter	Annual	75,068.40	80,430.48	91,154.64	96,516.48	107,240.64	108,581.04	109,921.68	111,262.08	112,602.72	114,211.20	115,819.92	
		Monthly	6,255.70	6,702.54	7,596.22	8,043.04	8,936.72	9,048.42	9,160.14	9,271.84	9,383.56	9,517.60	9,651.66	
		Semi-Monthly	3,127.85	3,351.27	3,798.11	4,021.52	4,468.36	4,524.21	4,580.07	4,635.92	4,691.78	4,758.80	4,825.83	
		Non-Shift Hourly	36.09	38.67	43.82	46.40	51.56	52.20	52.85	53.49	54.14	54.91	55.68	
		Non-Shift Overtime	54.14	58.01	65.73	69.60	77.34	78.30	79.28	80.24	81.21	82.37	83.52	
		Shift/Hourly	29.23	31.32	35.50	37.58	41.76	42.28	42.80	43.33	43.85	44.47	45.10	
		Shift/Overtime	43.85	46.98	53.24	56.38	62.64	63.42	64.21	64.99	65.77	66.71	67.65	
		Semi- Mo Def Comp	172.03	184.32	208.90	221.18	245.76	248.83	251.90	254.98	258.05	261.73	265.42	
FN4	Firefighter (Non-Shift)	Annual		86,864.88	97,589.04	102,951.12	113,675.04	113,675.04	113,675.04	113,675.04	113,675.04	113,675.04	113,675.04	
		Monthly		7,238.74	8,132.42	8,579.26	9,472.92	9,472.92	9,472.92	9,472.92	9,472.92	9,472.92	9,472.92	
		Semi-Monthly		3,619.37	4,066.21	4,289.63	4,736.46	4,736.46	4,736.46	4,736.46	4,736.46	4,736.46	4,736.46	
		Non-Shift Hourly		41.76	46.92	49.50	54.65	54.65	54.65	54.65	54.65	54.65	54.65	
		Non-Shift Overtime		62.64	70.38	74.25	81.98	81.98	81.98	81.98	81.98	81.98	81.98	
		Shift/Hourly		33.83	38.00	40.09	44.27	44.27	44.27	44.27	44.27	44.27	44.27	
		Shift/Overtime		50.74	57.00	60.14	66.40	66.40	66.40	66.40	66.40	66.40	66.40	
		Semi- Mo Def Comp		199.07	223.64	235.93	260.51	260.51	260.51	260.51	260.51	260.51	260.51	
PT4	Firefighter Paramedic Trainee (Non-Shift)	Annual	76,006.94											
		Monthly	6,333.91											
		Semi-Monthly	3,166.96											
		Non-Shift Hourly	36.54											
		Non-Shift Overtime	54.81											
		Shift/Hourly	29.60											
		Shift/Overtime	44.40											
		90% of FF Paramedic (step 1)	Semi-Mo Def Comp	174.18										
FB4	Firefighter/Ladder Truck & Rescue Boat Operator	Annual	76,569.84	82,039.20	92,977.68	98,447.04	109,385.52	110,752.80	112,120.08	113,487.36	114,854.88	116,495.52	118,136.40	
		Monthly	6,380.82	6,836.60	7,748.14	8,203.92	9,115.46	9,229.40	9,343.34	9,457.28	9,571.24	9,707.96	9,844.70	
		Semi-Monthly	3,190.41	3,418.30	3,874.07	4,101.96	4,557.73	4,614.70	4,671.67	4,728.64	4,785.62	4,853.98	4,922.35	
		Non-Shift Hourly	36.81	39.44	44.70	47.33	52.59	53.25	53.90	54.56	55.22	56.01	56.80	
		Non-Shift Overtime	55.22	59.16	67.05	71.00	78.89	79.88	80.85	81.84	82.83	84.02	85.20	
		Shift/Hourly	29.82	31.95	36.21	38.34	42.60	43.13	43.66	44.19	44.73	45.36	46.00	
		Shift/Overtime	44.73	47.92	54.31	57.50	63.89	64.69	65.49	66.29	67.09	68.05	69.00	
		102%	Semi-Mo Def Comp	175.47	188.01	213.07	225.61	250.68	253.81	256.94	260.08	263.21	266.97	270.73
FE4	Firefighter - Equip Maint.	Annual	78,071.04	83,647.68	94,800.72	100,377.12	111,530.16	112,924.32	114,318.48	115,712.64	117,106.56	118,779.60	120,452.64	
		Monthly	6,505.92	6,970.64	7,900.06	8,364.76	9,294.18	9,410.36	9,526.54	9,642.72	9,758.88	9,898.30	10,037.72	
		Semi-Monthly	3,252.96	3,485.32	3,950.03	4,182.38	4,647.09	4,705.18	4,763.27	4,821.36	4,879.44	4,949.15	5,018.86	
		Non-Shift Hourly	37.53	40.22	45.58	48.26	53.62	54.29	54.96	55.63	56.30	57.11	57.91	
		Non-Shift Overtime	56.30	60.33	68.37	72.39	80.43	81.44	82.44	83.45	84.45	85.67	86.87	
		Shift/Hourly	30.40	32.57	36.92	39.09	43.43	43.97	44.52	45.06	45.60	46.25	46.91	
		Shift/Overtime	45.60	48.86	55.37	58.63	65.15	65.96	66.77	67.59	68.40	69.38	70.36	
		104%	Semi-Mo Def Comp	178.91	191.69	217.25	230.03	255.59	258.78	261.98	265.17	268.37	272.20	276.04

APPENDIX A - IAFF SALARY SCHEDULE

Detail

Effective 1-1-24 to 12-31-24

CPI-W est. 4% General Wage Adjustment with 5.50% Deferred Comp

Schedule	Average Shift Hours/Year:	2,568	Shift Hours Per Week:	49.39										
			Step 1 70%	Step 2 75%	Step 3 85%	Step 4 90%	Step 5 100%	Step 5 +1.25%	Step 5 +2.5%	Step 5 +3.75%	Step 5 +5%	Step 5 +6.5%	Step 5 +8%	
			12 Months	12 Months	12 Months	12 Months	12 Months	6th Yr	11th Yr	16th Yr	21st Yr	26th Yr	31st Yr	
FR4	Firefighter - Equip Maint & Rescue Boat Operator	Annual	79,572.48	85,256.40	96,623.76	102,307.44	113,675.04	115,096.08	116,516.88	117,937.92	119,358.72	121,063.92	122,769.12	
		Monthly	6,631.04	7,104.70	8,051.98	8,525.62	9,472.92	9,591.34	9,709.74	9,828.16	9,946.56	10,088.66	10,230.76	
		Semi-Monthly	3,315.52	3,552.35	4,025.99	4,262.81	4,736.46	4,795.67	4,854.87	4,914.08	4,973.28	5,044.33	5,115.38	
		Non-Shift Hourly	38.26	40.99	46.45	49.19	54.65	55.33	56.02	56.70	57.38	58.20	59.02	
		Non-Shift Overtime	57.39	61.49	69.68	73.79	81.98	83.00	84.03	85.05	86.07	87.30	88.53	
		Shift/Hourly	30.99	33.20	37.63	39.84	44.27	44.82	45.37	45.93	46.48	47.14	47.81	
		Shift/Overtime	46.48	49.80	56.44	59.76	66.40	67.23	68.06	68.89	69.72	70.71	71.71	
106%		Semi-Mo Def Comp	182.35	195.38	221.43	234.45	260.51	263.76	267.02	270.27	273.53	277.44	281.35	
EN4 SN4	Firefighter - Equip Maint. Firefighter - SCBA (Non-Shift)	Annual	82,575.36	88,473.60	100,270.08	106,168.32	117,964.80	117,964.80	117,964.80	117,964.80	117,964.80	117,964.80	117,964.80	117,964.80
		Monthly	6,881.28	7,372.80	8,355.84	8,847.36	9,830.40	9,830.40	9,830.40	9,830.40	9,830.40	9,830.40	9,830.40	9,830.40
		Semi-Monthly	3,440.64	3,686.40	4,177.92	4,423.68	4,915.20	4,915.20	4,915.20	4,915.20	4,915.20	4,915.20	4,915.20	4,915.20
		Non-Shift Hourly	39.70	42.54	48.21	51.04	56.71	56.71	56.71	56.71	56.71	56.71	56.71	56.71
		Non-Shift Overtime	59.55	63.81	72.32	76.56	85.07	85.07	85.07	85.07	85.07	85.07	85.07	85.07
		Shift/Hourly	32.16	34.45	39.05	41.34	45.94	45.94	45.94	45.94	45.94	45.94	45.94	45.94
		Shift/Overtime	48.23	51.68	58.57	62.01	68.90	68.90	68.90	68.90	68.90	68.90	68.90	68.90
110%		Semi-Mo Def Comp	189.24	202.75	229.79	243.30	270.34	270.34	270.34	270.34	270.34	270.34	270.34	
PM4	Firefighter Paramedic	Annual	84,452.16	90,484.32	102,548.88	108,581.28	120,645.84	122,154.00	123,661.92	125,170.08	126,678.24	128,487.84	130,297.44	
		Monthly	7,037.68	7,540.36	8,545.74	9,048.44	10,053.82	10,179.50	10,305.16	10,430.84	10,556.52	10,707.32	10,858.12	
		Semi-Monthly	3,518.84	3,770.18	4,272.87	4,524.22	5,026.91	5,089.75	5,152.58	5,215.42	5,278.26	5,353.66	5,429.06	
		Non-Shift Hourly	40.60	43.50	49.30	52.20	58.00	58.73	59.45	60.18	60.90	61.77	62.64	
		Non-Shift Overtime	60.90	65.25	73.95	78.30	87.00	88.10	89.18	90.27	91.35	92.66	93.96	
		Shift/Hourly	32.89	35.24	39.93	42.28	46.98	47.57	48.15	48.74	49.33	50.03	50.74	
		Shift/Overtime	49.33	52.85	59.90	63.42	70.47	71.35	72.23	73.11	73.99	75.05	76.11	
112.5%		Semi-Mo Def Comp	193.54	207.36	235.01	248.83	276.48	279.94	283.39	286.85	290.30	294.45	298.60	
PR4	Firefighter Paramedic - & Rescue Boat Operator	Annual	85,953.36	92,092.80	104,371.92	110,511.36	122,790.48	124,325.28	125,860.32	127,395.12	128,929.92	130,771.92	132,613.68	
		Monthly	7,162.78	7,674.40	8,697.66	9,209.28	10,232.54	10,360.44	10,488.36	10,616.26	10,744.16	10,897.66	11,051.14	
		Semi-Monthly	3,581.39	3,837.20	4,348.83	4,604.64	5,116.27	5,180.22	5,244.18	5,308.13	5,372.08	5,448.83	5,525.57	
		Non-Shift Hourly	41.32	44.28	50.18	53.13	59.03	59.77	60.51	61.25	61.99	62.87	63.76	
		Non-Shift Overtime	61.98	66.42	75.27	79.70	88.55	89.66	90.77	91.88	92.99	94.31	95.64	
		Shift/Hourly	33.47	35.86	40.64	43.03	47.82	48.41	49.01	49.61	50.21	50.92	51.64	
		Shift/Overtime	50.21	53.79	60.96	64.55	71.72	72.62	73.52	74.41	75.31	76.39	77.46	
114.5%		Semi-Mo Def Comp	196.98	211.05	239.19	253.26	281.39	284.91	288.43	291.95	295.46	299.69	303.91	
CP4	Firefighter Paramedic Continuous 10+ Yrs	Annual	N/A	N/A	N/A	N/A	N/A	123,326.64	124,868.16	126,409.92	127,951.44	129,492.96	131,342.88	133,192.80
		Monthly	N/A	N/A	N/A	N/A	N/A	10,277.22	10,405.68	10,534.16	10,662.62	10,791.08	10,945.24	11,099.40
		Semi-Monthly	N/A	N/A	N/A	N/A	N/A	5,138.61	5,202.84	5,267.08	5,331.31	5,395.54	5,472.62	5,549.70
		Non-Shift Hourly	N/A	N/A	N/A	N/A	N/A	59.29	60.03	60.77	61.52	62.26	63.15	64.04
		Non-Shift Overtime	N/A	N/A	N/A	N/A	N/A	88.94	90.05	91.16	92.28	93.39	94.73	96.06
		Shift/Hourly	N/A	N/A	N/A	N/A	N/A	48.02	48.62	49.23	49.83	50.43	51.15	51.87
		Shift/Overtime	N/A	N/A	N/A	N/A	N/A	72.04	72.94	73.84	74.74	75.64	76.72	77.80
115%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	282.62	286.16	289.69	293.22	296.75	300.99	305.23	

APPENDIX A - IAFF SALARY SCHEDULE

Detail

Effective 1-1-24 to 12-31-24

CPI-W est. 4% General Wage Adjustment with 5.50% Deferred Comp

Schedule	Average Shift Hours/Year:	2,568	Shift Hours Per Week:	49.39										
FP4	Deputy Fire Marshall (Non-Shift)		Step 1	Step 2	Step 3	Step 4	Step 5 100% 12 Months	Step 5 +1.25% 6th Yr	Step 5 +2.5% 11th Yr	Step 5 +3.75% 16th Yr	Step 5 +5% 21st Yr	Step 5 +6.5% 26th Yr	Step 5 +8% 31st Yr	
FL4	Lieutenant (Shift)	Annual	N/A	N/A	N/A	110,994.00	123,326.64	124,868.16	126,409.92	127,951.44	129,492.96	131,342.88	133,192.80	
FP4	Firefighter Fire Prev (Non-Shift)	Monthly	N/A	N/A	N/A	9,249.50	10,277.22	10,405.68	10,534.16	10,662.62	10,791.08	10,945.24	11,099.40	
		Semi-Monthly	N/A	N/A	N/A	4,624.75	5,138.61	5,202.84	5,267.08	5,331.31	5,395.54	5,472.62	5,549.70	
		Non-Shift Hourly	N/A	N/A	N/A	53.36	59.29	60.03	60.77	61.52	62.26	63.15	64.04	
		Non-Shift Overtime	N/A	N/A	N/A	80.04	88.94	90.05	91.16	92.28	93.39	94.73	96.06	
		Shift/Hourly	N/A	N/A	N/A	43.22	48.02	48.62	49.23	49.83	50.43	51.15	51.87	
		Shift/Overtime	N/A	N/A	N/A	64.83	72.04	72.94	73.84	74.74	75.64	76.72	77.80	
115%		Semi-Mo Def Comp	N/A	N/A	N/A	254.36	282.62	286.16	289.69	293.22	296.75	300.99	305.23	
	Firefighter Paramedic Continuous 10+ Yrs with Ladder Truck & Boat Operator		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 10+ Yrs	Step 5 +1.25% 6th Yr	Step 5 +2.5% 11th Yr	Step 5 +3.75% 16th Yr	Step 5 +5% 21st Yr	Step 5 +6.5% 26th Yr	Step 5 +8% 31st Yr
CB4		Annual	N/A	N/A	N/A	N/A	N/A	125,471.52	127,039.92	128,608.32	130,176.72	131,745.12	133,627.20	135,509.28
		Monthly	N/A	N/A	N/A	N/A	N/A	10,455.96	10,586.66	10,717.36	10,848.06	10,978.76	11,135.60	11,292.44
		Semi-Monthly	N/A	N/A	N/A	N/A	N/A	5,227.98	5,293.33	5,358.68	5,424.03	5,489.38	5,567.80	5,646.22
		Non-Shift Hourly	N/A	N/A	N/A	N/A	N/A	60.32	61.08	61.83	62.58	63.34	64.24	65.15
		Non-Shift Overtime	N/A	N/A	N/A	N/A	N/A	90.48	91.62	92.75	93.87	95.01	96.36	97.73
		Shift/Hourly	N/A	N/A	N/A	N/A	N/A	48.86	49.47	50.08	50.69	51.30	52.04	52.77
		Shift/Overtime	N/A	N/A	N/A	N/A	N/A	73.29	74.21	75.12	76.04	76.95	78.05	79.15
117%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	N/A	287.54	291.13	294.73	298.32	301.92	306.23	310.54
PN4	Firefighter Paramedic (Non-Shift)		Step 1 70% 12 Months	Step 2 75% 12 Months	Step 3 85% 12 Months	Step 4 90% 12 Months	Step 5 100% 12 Months	Step 5 +1.25% 6th Yr	Step 5 +2.5% 11th Yr	Step 5 +3.75% 16th Yr	Step 5 +5% 21st Yr	Step 5 +6.5% 26th Yr	Step 5 +8% 31st Yr	
		Annual	88,956.24	95,310.24	108,018.24	114,372.24	127,080.24	128,668.80	130,257.36	131,845.68	133,434.24	135,340.56	137,246.64	
		Monthly	7,413.02	7,942.52	9,001.52	9,531.02	10,590.02	10,722.40	10,854.78	10,987.14	11,119.52	11,278.38	11,437.22	
		Semi-Monthly	3,706.51	3,971.26	4,500.76	4,765.51	5,295.01	5,361.20	5,427.39	5,493.57	5,559.76	5,639.19	5,718.61	
		Non-Shift Hourly	42.77	45.82	51.93	54.99	61.10	61.86	62.62	63.39	64.15	65.07	65.98	
		Non-Shift Overtime	64.16	68.73	77.90	82.49	91.65	92.79	93.93	95.09	96.23	97.61	98.97	
		Shift/Hourly	34.64	37.11	42.06	44.54	49.49	50.10	50.72	51.34	51.96	52.70	53.44	
		Shift/Overtime	51.96	55.67	63.09	66.81	74.23	75.16	76.08	77.01	77.94	79.05	80.17	
118.5%		Semi-Mo Def Comp	203.86	218.42	247.54	262.10	291.23	294.87	298.51	302.15	305.79	310.16	314.52	
LP4	Lieutenant (Shift) (With Paramedic Certification)		Step 1	Step 2	Step 3	Step 4	Step 5 100% 12 Months	Step 5 +1.25% 6th Yr	Step 5 +2.5% 11th Yr	Step 5 +3.75% 16th Yr	Step 5 +5% 21st Yr	Step 5 +6.5% 26th Yr	Step 5 +8% 31st Yr	
		Annual	N/A	N/A	N/A	115,819.92	128,688.72	130,297.44	131,905.92	133,514.64	135,123.12	137,053.44	138,983.76	
		Monthly	N/A	N/A	N/A	9,651.66	10,724.06	10,858.12	10,992.16	11,126.22	11,260.26	11,421.12	11,581.98	
		Semi-Monthly	N/A	N/A	N/A	4,825.83	5,362.03	5,429.06	5,496.08	5,563.11	5,630.13	5,710.56	5,790.99	
		Non-Shift Hourly	N/A	N/A	N/A	55.68	61.87	62.64	63.42	64.19	64.96	65.89	66.82	
		Non-Shift Overtime	N/A	N/A	N/A	83.52	92.81	93.96	95.13	96.29	97.44	98.84	100.23	
		Shift/Hourly	N/A	N/A	N/A	45.10	50.11	50.74	51.37	51.99	52.62	53.37	54.12	
		Shift/Overtime	N/A	N/A	N/A	67.65	75.17	76.11	77.05	77.99	78.93	80.05	81.18	
120%		Semi-Mo Def Comp	N/A	N/A	N/A	265.42	294.91	298.60	302.28	305.97	309.66	314.08	318.50	
LT4	Lieutenant (Non-Shift)		Step 1	Step 2	Step 3	Step 4	Step 5 100% 12 Months	Step 5 +1.25% 6th Yr	Step 5 +2.5% 11th Yr	Step 5 +3.75% 16th Yr	Step 5 +5% 21st Yr	Step 5 +6.5% 26th Yr	Step 5 +8% 31st Yr	
CN4	Firefighter Paramedic Cont 10+ Yrs (N	Annual	N/A	N/A	N/A	N/A	129,761.28	131,383.20	133,005.36	134,627.28	136,249.44	138,195.84	140,142.24	
		Monthly	N/A	N/A	N/A	N/A	10,813.44	10,948.60	11,083.78	11,218.94	11,354.12	11,516.32	11,678.52	
		Semi-Monthly	N/A	N/A	N/A	N/A	5,406.72	5,474.30	5,541.89	5,609.47	5,677.06	5,758.16	5,839.26	
		Non-Shift Hourly	N/A	N/A	N/A	N/A	62.39	63.17	63.94	64.72	65.50	66.44	67.38	
		Non-Shift Overtime	N/A	N/A	N/A	N/A	93.59	94.76	95.91	97.08	98.25	99.66	101.07	
		Shift/Hourly	N/A	N/A	N/A	N/A	50.53	51.16	51.79	52.42	53.06	53.81	54.57	
		Shift/Overtime	N/A	N/A	N/A	N/A	75.80	76.74	77.69	78.64	79.58	80.72	81.86	
121%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	297.37	301.09	304.80	308.52	312.24	316.70	321.16	

APPENDIX A - IAFF SALARY SCHEDULE

Detail

Effective 1-1-24 to 12-31-24

CPI-W est. 4% General Wage Adjustment with 5.50% Deferred Comp

Schedule	Average Shift Hours/Year:	2,568	Shift Hours Per Week:	49.39										
			Step 1	Step 2	Step 3	Step 4	Step 5 100% 12 Months	Step 5 +1.25% 6th Yr	Step 5 +2.5% 11th Yr	Step 5 +3.75% 16th Yr	Step 5 +5% 21st Yr	Step 5 +6.5% 26th Yr	Step 5 +8% 31st Yr	
MC4	Medical Officer - Captain (Shift)													
FC4	Fire Captain (Shift)	Annual	N/A	N/A	N/A	N/A	132,978.48	134,640.72	136,302.96	137,965.20	139,627.44	141,622.08	143,616.72	
		Monthly	N/A	N/A	N/A	N/A	11,081.54	11,220.06	11,358.58	11,497.10	11,635.62	11,801.84	11,968.06	
		Semi-Monthly	N/A	N/A	N/A	N/A	5,540.77	5,610.03	5,679.29	5,748.55	5,817.81	5,900.92	5,984.03	
		Non-Shift Hourly	N/A	N/A	N/A	N/A	63.93	64.73	65.53	66.33	67.13	68.09	69.05	
		Non-Shift Overtime	N/A	N/A	N/A	N/A	95.90	97.10	98.30	99.50	100.70	102.14	103.58	
		Shift/Hourly	N/A	N/A	N/A	N/A	51.78	52.43	53.08	53.72	54.37	55.15	55.93	
		Shift/Overtime	N/A	N/A	N/A	N/A	77.67	78.65	79.62	80.59	81.56	82.72	83.89	
124%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	304.74	308.55	312.36	316.17	319.98	324.55	329.12	
FM4	Fire Marshal Captain (Non-Shift)													
MO4	Medical Officer - Cpt (Non-Shift)	Annual	N/A	N/A	N/A	N/A	139,412.88	141,155.52	142,898.16	144,640.80	146,383.44	148,474.80	150,565.92	
		Monthly	N/A	N/A	N/A	N/A	11,617.74	11,762.96	11,908.18	12,053.40	12,198.62	12,372.90	12,547.16	
		Semi-Monthly	N/A	N/A	N/A	N/A	5,808.87	5,881.48	5,954.09	6,026.70	6,099.31	6,186.45	6,273.58	
		Non-Shift Hourly	N/A	N/A	N/A	N/A	67.03	67.86	68.70	69.54	70.38	71.38	72.39	
		Non-Shift Overtime	N/A	N/A	N/A	N/A	100.55	101.79	103.05	104.31	105.57	107.07	108.59	
		Shift/Hourly	N/A	N/A	N/A	N/A	54.29	54.97	55.65	56.32	57.00	57.82	58.63	
		Shift/Overtime	N/A	N/A	N/A	N/A	81.43	82.45	83.47	84.49	85.50	86.73	87.95	
130%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	319.49	323.48	327.47	331.47	335.46	340.25	345.05	
BC4	Battalion Chief (Shift)													
		Annual	N/A	N/A	N/A	N/A	145,847.28	147,670.32	149,493.36	151,316.64	153,139.68	155,327.28	157,515.12	
		Monthly	N/A	N/A	N/A	N/A	12,153.94	12,305.86	12,457.78	12,609.72	12,761.64	12,943.94	13,126.26	
		Semi-Monthly	N/A	N/A	N/A	N/A	6,076.97	6,152.93	6,228.89	6,304.86	6,380.82	6,471.97	6,563.13	
		Non-Shift Hourly	N/A	N/A	N/A	N/A	70.12	71.00	71.87	72.75	73.62	74.68	75.73	
		Non-Shift Overtime	N/A	N/A	N/A	N/A	105.18	106.50	107.81	109.13	110.43	112.02	113.60	
		Shift/Hourly	N/A	N/A	N/A	N/A	56.79	57.50	58.21	58.92	59.63	60.49	61.34	
		Shift/Overtime	N/A	N/A	N/A	N/A	85.19	86.26	87.32	88.39	89.45	90.73	92.01	
136%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	334.23	338.41	342.59	346.77	350.95	355.96	360.97	
BN4	Battalion Chief - Training (Non-Shift)													
		Annual	N/A	N/A	N/A	N/A	152,281.68	154,185.12	156,088.80	157,992.24	159,895.68	162,180.00	164,464.32	
		Monthly	N/A	N/A	N/A	N/A	12,690.14	12,848.76	13,007.40	13,166.02	13,324.64	13,515.00	13,705.36	
		Semi-Monthly	N/A	N/A	N/A	N/A	6,345.07	6,424.38	6,503.70	6,583.01	6,662.32	6,757.50	6,852.68	
		Non-Shift Hourly	N/A	N/A	N/A	N/A	73.21	74.13	75.04	75.96	76.87	77.97	79.07	
		Non-Shift Overtime	N/A	N/A	N/A	N/A	109.82	111.20	112.56	113.94	115.31	116.96	118.61	
		Shift/Hourly	N/A	N/A	N/A	N/A	59.30	60.04	60.78	61.52	62.26	63.15	64.04	
		Shift/Overtime	N/A	N/A	N/A	N/A	88.95	90.06	91.17	92.29	93.40	94.73	96.07	
142%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	348.98	353.34	357.70	362.07	366.43	371.66	376.90	

General Wage Adjustment applied to semi-monthly Firefighter pay at 100% (step 5). Step percentage and differential pay rates are calculated from said Firefighter 100% rate after annual General Wage Adjustment is applied. General Wage Adjustment will be calculated out to three decimal places. Longevity pay rates are calculated from the base differential rate at 100%. Published hourly wages are estimates and actuals may vary (due to penny rounding) and will be calculated by City payroll software system.