

**APPENDIX A - IAFF SALARY SCHEDULE**

**Detail**

*Effective 1-1-25 to 12-31-25*

**6% 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	+1.25% 6th Yr	+2.5% 11th Yr	+3.75% 16th Yr	+5% 21st Yr	+6.5% 26th Yr	+8% 31st Yr	
<b>FF4</b>	Firefighter (Shift)													
	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	<b>4,736.46</b>	4,795.67	4,854.87	4,914.08	4,973.28	5,044.33	5,115.38	
	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	
<b>FN4</b>	Firefighter (Non-Shift)													
	Annual			92,076.72	103,444.32	109,128.00	120,495.60	122,001.84	123,508.08	125,014.08	126,520.32	128,327.76	130,135.20	
	Monthly			7,673.06	8,620.36	9,094.00	10,041.30	10,166.82	10,292.34	10,417.84	10,543.36	10,693.98	10,844.60	
	Semi-Monthly			3,836.53	4,310.18	4,547.00	<b>5,020.65</b>	5,083.41	5,146.17	5,208.92	5,271.68	5,346.99	5,422.30	
<b>106%</b>	Semi- Mo Def Comp			211.01	237.06	250.09	276.14	279.59	283.04	286.49	289.94	294.08	298.23	
<b>PT4</b>	Firefighter Paramedic Trainee (Non-Shift) <i>In Paramedic School</i>		Step 1 12 Months											
	Annual		80,567.14											
	Monthly		6,713.93											
	Semi-Monthly		<b>3,356.96</b>											
<b>90% of FF Paramedic (step 1)</b>	Semi-Mo Def Comp		184.63											
<b>FB4</b>	Firefighter/Ladder Truck & Rescue Boat Operator (Shift)		Step 1 12 Months	Step 2 75% 12 Months	Step 3 85% 12 Months	Step 4 90% 12 Months	Step 5 100% 12 Months	+1.25% 6th Yr	+2.5% 11th Yr	+3.75% 16th Yr	+5% 21st Yr	+6.5% 26th Yr	+8% 31st Yr	
	Annual		81,163.92	86,961.36	98,556.24	104,353.68	115,948.56	117,397.92	118,847.28	120,296.64	121,746.00	123,485.28	125,224.56	
	Monthly		6,763.66	7,246.78	8,213.02	8,696.14	9,662.38	9,783.16	9,903.94	10,024.72	10,145.50	10,290.44	10,435.38	
	Semi-Monthly		3,381.83	3,623.39	4,106.51	4,348.07	<b>4,831.19</b>	4,891.58	4,951.97	5,012.36	5,072.75	5,145.22	5,217.69	
<b>102%</b>	Semi-Mo Def Comp		186.00	199.29	225.86	239.14	265.72	269.04	272.36	275.68	279.00	282.99	286.97	
<b>FE4</b>	Firefighter - Equip Maint. (Shift)		Step 1 12 Months	Step 2 75% 12 Months	Step 3 85% 12 Months	Step 4 90% 12 Months	Step 5 100% 12 Months	+1.25% 6th Yr	+2.5% 11th Yr	+3.75% 16th Yr	+5% 21st Yr	+6.5% 26th Yr	+8% 31st Yr	
<b>FS4</b>	Firefighter - SCBA (Shift)													
	Annual		82,755.36	88,666.56	100,488.72	106,399.92	118,222.08	119,699.76	121,177.68	122,655.36	124,133.28	125,906.40	127,679.76	
	Monthly		6,896.28	7,388.88	8,374.06	8,866.66	9,851.84	9,974.98	10,098.14	10,221.28	10,344.44	10,492.20	10,639.98	
	Semi-Monthly		3,448.14	3,694.44	4,187.03	4,433.33	<b>4,925.92</b>	4,987.49	5,049.07	5,110.64	5,172.22	5,246.10	5,319.99	
<b>104%</b>	Semi-Mo Def Comp		189.65	203.19	230.29	243.83	270.93	274.31	277.70	281.09	284.47	288.54	292.60	
<b>FR4</b>	Firefighter - Equip Maint & Rescue Boat Operator (Shift)		Step 1 12 Months	Step 2 75% 12 Months	Step 3 85% 12 Months	Step 4 90% 12 Months	Step 5 100% 12 Months	+1.25% 6th Yr	+2.5% 11th Yr	+3.75% 16th Yr	+5% 21st Yr	+6.5% 26th Yr	+8% 31st Yr	
	Annual		84,347.04	90,371.76	102,421.20	108,446.16	120,495.60	122,001.84	123,508.08	125,014.08	126,520.32	128,327.76	130,135.20	
	Monthly		7,028.92	7,530.98	8,535.10	9,037.18	10,041.30	10,166.82	10,292.34	10,417.84	10,543.36	10,693.98	10,844.60	
	Semi-Monthly		3,514.46	3,765.49	4,267.55	4,518.59	<b>5,020.65</b>	5,083.41	5,146.17	5,208.92	5,271.68	5,346.99	5,422.30	
<b>106%</b>	Semi-Mo Def Comp		193.30	207.10	234.72	248.52	276.14	279.59	283.04	286.49	289.94	294.08	298.23	
<b>EN4</b>	Firefighter - Equip Maint. (Non-Shift)		Step 1 12 Months	Step 2 75% 12 Months	Step 3 85% 12 Months	Step 4 90% 12 Months	Step 5 100% 12 Months	+1.25% 6th Yr	+2.5% 11th Yr	+3.75% 16th Yr	+5% 21st Yr	+6.5% 26th Yr	+8% 31st Yr	
<b>SN4</b>	Firefighter - SCBA (Non-Shift)													
	Annual		87,529.92	93,781.92	106,286.16	112,538.40	125,042.64	126,605.76	128,168.64	129,731.76	131,294.88	133,170.48	135,046.08	
	Monthly		7,294.16	7,815.16	8,857.18	9,378.20	10,420.22	10,550.48	10,680.72	10,810.98	10,941.24	11,097.54	11,253.84	
	Semi-Monthly		3,647.08	3,907.58	4,428.59	4,689.10	<b>5,210.11</b>	5,275.24	5,340.36	5,405.49	5,470.62	5,548.77	5,626.92	
<b>110%</b>	Semi-Mo Def Comp		200.59	214.92	243.57	257.90	286.56	290.14	293.72	297.30	300.88	305.18	309.48	
<b>PM4</b>	Firefighter Paramedic (Shift)		Step 1 12 Months	Step 2 75% 12 Months	Step 3 85% 12 Months	Step 4 90% 12 Months	Step 5 100% 12 Months							
	Annual		89,519.04	95,913.36	108,701.76	115,096.08	127,884.48							
	Monthly		7,459.92	7,992.78	9,058.48	9,591.34	10,657.04							

**APPENDIX A - IAFF SALARY SCHEDULE**

**Detail**

*Effective 1-1-25 to 12-31-25*

**6% General Wage Adjustment with 5.50% Deferred Comp**

Schedule	Average Shift Hours/Year:	2,568	Shift Hours Per Week:				49.39								
<b>I12.5%</b>		Semi-Monthly	3,729.96	3,996.39	4,529.24	4,795.67	<b>5,328.52</b>								
		Semi-Mo Def Comp	205.15	219.80	249.11	263.76	293.07								
<b>PR4</b>	Firefighter Paramedic - & Rescue Boat Operator (Shift)		<b>Step 1</b> 70% 12 Months	<b>Step 2</b> 75% 12 Months	<b>Step 3</b> 85% 12 Months	<b>Step 4</b> 90% 12 Months	<b>Step 5</b> 100% 12 Months	+1.25% 6th Yr	+2.5% 11th Yr	+3.75% 16th Yr	+5% 21st Yr	+6.5% 26th Yr	+8% 31st Yr		
		Annual	91,110.72	97,618.56	110,634.24	117,142.32	130,158.00	131,784.96	133,411.92	135,038.88	136,665.84	138,292.80	140,919.76		
		Monthly	7,592.56	8,134.88	9,219.52	9,761.86	10,846.50	10,982.08	11,117.66	11,253.24	11,388.82	11,524.40	11,659.98		
		Semi-Monthly	3,796.28	4,067.44	4,609.76	4,880.93	<b>5,423.25</b>	5,491.04	5,558.83	5,626.62	5,694.41	5,762.20	5,830.00		
<b>I14.5%</b>		Semi-Mo Def Comp	208.80	223.71	253.54	268.45	298.28	302.01	305.74	309.46	313.19	316.92	320.65		
<b>CP4</b>	Firefighter Paramedic Continuous 5+ Yrs (Shift)		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b> 5+ Yrs	+1.25% 6th Yr	+2.5% 11th Yr	+3.75% 16th Yr	+5% 21st Yr	+6.5% 26th Yr	+8% 31st Yr	
		Annual	N/A	N/A	N/A	N/A	N/A	130,726.32	132,360.48	133,994.64	135,628.80	137,262.96	138,897.12	140,531.28	
		Monthly	N/A	N/A	N/A	N/A	N/A	10,893.86	11,030.04	11,166.20	11,302.38	11,438.56	11,574.74	11,710.92	
		Semi-Monthly	N/A	N/A	N/A	N/A	N/A	<b>5,446.93</b>	5,515.02	5,583.10	5,651.19	5,719.28	5,787.37	5,855.46	
<b>I15%</b>		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	299.58	303.33	307.07	310.82	314.56	318.31	322.05		
<b>FP4</b> <b>FL4</b>	Deputy Fire Marshall- Firefighter (Non-Shift) Lieutenant (Shift)		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b> 100% 12 Months	+1.25% 6th Yr	+2.5% 11th Yr	+3.75% 16th Yr	+5% 21st Yr	+6.5% 26th Yr	+8% 31st Yr		
		Annual	N/A	N/A	N/A	N/A	130,726.32	132,360.48	133,994.64	135,628.80	137,262.96	138,897.12	140,531.28		
		Monthly	N/A	N/A	N/A	N/A	10,893.86	11,030.04	11,166.20	11,302.38	11,438.56	11,574.74	11,710.92		
		Semi-Monthly	N/A	N/A	N/A	N/A	<b>5,446.93</b>	5,515.02	5,583.10	5,651.19	5,719.28	5,787.37	5,855.46		
<b>I15%</b>		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	299.58	303.33	307.07	310.82	314.56	318.31	322.05		
<b>CB4</b>	Firefighter Paramedic Continuous 5+ Yrs with Ladder Truck & Boat Operator (Shift)		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b> 5+ Yrs	+1.25% 6th Yr	+2.5% 11th Yr	+3.75% 16th Yr	+5% 21st Yr	+6.5% 26th Yr	+8% 31st Yr	
		Annual	N/A	N/A	N/A	N/A	N/A	132,999.84	134,662.32	136,324.80	137,987.28	139,649.76	141,312.24	142,974.72	
		Monthly	N/A	N/A	N/A	N/A	N/A	11,083.32	11,221.86	11,360.40	11,498.94	11,637.48	11,776.02	11,914.56	
		Semi-Monthly	N/A	N/A	N/A	N/A	N/A	<b>5,541.66</b>	5,610.93	5,680.20	5,749.47	5,818.74	5,888.01	5,957.28	
<b>I17%</b>		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	304.79	308.60	312.41	316.22	320.03	323.84	327.65		
<b>PN4</b>	Firefighter Paramedic (Non-Shift)		<b>Step 1</b> 70% 12 Months	<b>Step 2</b> 75% 12 Months	<b>Step 3</b> 85% 12 Months	<b>Step 4</b> 90% 12 Months	<b>Step 5</b> 100% 12 Months								
		Annual	94,293.60	101,028.72	114,499.20	121,234.56	134,705.04								
		Monthly	7,857.80	8,419.06	9,541.60	10,102.88	11,225.42								
		Semi-Monthly	3,928.90	4,209.53	4,770.80	5,051.44	<b>5,612.71</b>								
<b>I18.5%</b>		Semi-Mo Def Comp	216.09	231.52	262.39	277.83	308.70								
<b>LT4</b> <b>CN4</b>	Lieutenant (Non-Shift) (Training) Firefighter Paramedic Cont 5+ Yrs (No Deputy Fire Marshal (Lieutenant) (No		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b> 100% 12 Months	+1.25% 6th Yr	+2.5% 11th Yr	+3.75% 16th Yr	+5% 21st Yr	+6.5% 26th Yr	+8% 31st Yr		
		Annual	N/A	N/A	N/A	N/A	137,546.88	139,266.24	140,985.60	142,704.96	144,424.32	146,143.68	147,863.04		
		Monthly	N/A	N/A	N/A	N/A	11,462.24	11,605.52	11,748.80	11,892.08	12,035.36	12,178.64	12,321.92		
		Semi-Monthly	N/A	N/A	N/A	N/A	<b>5,731.12</b>	5,802.76	5,874.40	5,946.04	6,017.68	6,089.32	6,160.96		
<b>I21%</b>		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	315.21	319.15	323.09	327.03	330.97	334.91	338.85		
<b>FC4</b>	Fire Captain (Shift)		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b> 100% 12 Months	+1.25% 6th Yr	+2.5% 11th Yr	+3.75% 16th Yr	+5% 21st Yr	+6.5% 26th Yr	+8% 31st Yr		
		Annual	N/A	N/A	N/A	N/A	140,957.04	142,719.12	144,480.96	146,243.04	148,004.88	149,766.72	151,528.56		
		Monthly	N/A	N/A	N/A	N/A	11,746.42	11,893.26	12,040.08	12,186.92	12,333.74	12,480.56	12,627.38		
		Semi-Monthly	N/A	N/A	N/A	N/A	<b>5,873.21</b>	5,946.63	6,020.04	6,093.46	6,166.87	6,240.29	6,313.71		
<b>I24%</b>		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	323.03	327.06	331.10	335.14	339.18	343.22	347.26		

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**Detail**

*Effective 1-1-25 to 12-31-25*

**6% 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	+1.25% 6th Yr	+2.5% 11th Yr	+3.75% 16th Yr	+5% 21st Yr	+6.5% 26th Yr	+8% 31st Yr		
<b>FM4</b>	<b>Fire Marshal Captain (Non-Shift)</b>														
		Annual	N/A	N/A	N/A	N/A	147,777.60	149,624.88	151,472.16	153,319.20	155,166.48	157,383.12	159,599.76		
<b>MO4</b>	<b>Medical Officer - Cpt (Non-Shift)</b>	Monthly	N/A	N/A	N/A	N/A	12,314.80	12,468.74	12,622.68	12,776.60	12,930.54	13,115.26	13,299.98		
	<b>Training Captain (Non-Shift)</b>	Semi-Monthly	N/A	N/A	N/A	N/A	<b>6,157.40</b>	6,234.37	6,311.34	6,388.30	6,465.27	6,557.63	6,649.99		
<b>130%</b>		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	338.66	342.89	347.12	351.36	355.59	360.67	365.75		
<b>BC4</b>	<b>Battalion Chief (Shift)</b>														
		Annual	N/A	N/A	N/A	N/A	154,598.16	156,530.64	158,463.12	160,395.60	162,328.08	164,646.96	166,966.08		
		Monthly	N/A	N/A	N/A	N/A	12,883.18	13,044.22	13,205.26	13,366.30	13,527.34	13,720.58	13,913.84		
		Semi-Monthly	N/A	N/A	N/A	N/A	<b>6,441.59</b>	6,522.11	6,602.63	6,683.15	6,763.67	6,860.29	6,956.92		
<b>136%</b>		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	354.29	358.72	363.14	367.57	372.00	377.32	382.63		
<b>BN4</b>	<b>Battalion Chief - (Non-Shift)</b>			Step 2	Step 3	Step 4	Step 5 100% 12 Months	+1.25% 6th Yr	+2.5% 11th Yr	+3.75% 16th Yr	+5% 21st Yr	+6.5% 26th Yr	+8% 31st Yr		
		Annual	N/A	N/A	N/A	N/A	161,418.48	163,436.16	165,453.84	167,471.76	169,489.44	171,910.80	174,331.92		
		Monthly	N/A	N/A	N/A	N/A	13,451.54	13,619.68	13,787.82	13,955.98	14,124.12	14,325.90	14,527.66		
		Semi-Monthly	N/A	N/A	N/A	N/A	<b>6,725.77</b>	6,809.84	6,893.91	6,977.99	7,062.06	7,162.95	7,263.83		
<b>142%</b>		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	369.92	374.54	379.17	383.79	388.41	393.96	399.51		

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 wage 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**

*Effective 1-1-26 to 12-31-26*

**2.7%** General Wage Adjustment **With 5.50%** Deferred Comp

Schedule	Average Shift Hours/Year:	2,472	Shift Hours Per Week:		47.54									
			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	+1.25% 6th Yr	+2.5% 11th Yr	+3.75% 16th Yr	+5% 21st Yr	+6.5% 26th Yr	+8% 31st Yr	
<b>FF4</b>	Firefighter (Shift)													
	Annual		81,720.96	87,558.24	99,232.56	105,069.84	116,744.16	118,203.36	119,662.80	121,122.00	122,581.44	124,332.48	126,083.76	
	Monthly		6,810.08	7,296.52	8,269.38	8,755.82	9,728.68	9,850.28	9,971.90	10,093.50	10,215.12	10,361.04	10,506.98	
	Semi-Monthly		3,405.04	3,648.26	4,134.69	4,377.91	<b>4,864.34</b>	4,925.14	4,985.95	5,046.75	5,107.56	5,180.52	5,253.49	
	Semi- Mo Def Comp		187.28	200.65	227.41	240.79	267.54	270.88	274.23	277.57	280.92	284.93	288.94	
<b>FN4</b>	Firefighter (Non-Shift)													
	Annual			94,562.88	106,237.20	112,074.48	123,748.80	125,295.60	126,842.64	128,389.44	129,936.24	131,792.40	133,648.80	
	Monthly			7,880.24	8,853.10	9,339.54	10,312.40	10,441.30	10,570.22	10,699.12	10,828.02	10,982.70	11,137.40	
	Semi-Monthly			3,940.12	4,426.55	4,669.77	<b>5,156.20</b>	5,220.65	5,285.11	5,349.56	5,414.01	5,491.35	5,568.70	
<b>106%</b>	Semi- Mo Def Comp			216.71	243.46	256.84	283.59	287.14	290.68	294.23	297.77	302.02	306.28	
<b>PT4</b>	Firefighter Paramedic Trainee (Non-Shift) <i>In Paramedic School</i>		Step 1 12 Months											
	Annual		82,742.47											
	Monthly		6,895.21											
	Semi-Monthly		<b>3,447.60</b>											
<b>90% of FF Paramedic (step 1)</b>	Semi-Mo Def Comp		189.62											
<b>FB4</b>	Firefighter/Ladder Truck & Rescue Boat Operator (Shift)		Step 1 12 Months	Step 2 75% 12 Months	Step 3 85% 12 Months	Step 4 90% 12 Months	Step 5 100% 12 Months	+1.25% 6th Yr	+2.5% 11th Yr	+3.75% 16th Yr	+5% 21st Yr	+6.5% 26th Yr	+8% 31st Yr	
	Annual		83,355.36	89,309.28	101,217.36	107,171.28	119,079.12	120,567.60	122,056.08	123,544.56	125,033.04	126,819.36	128,605.44	
	Monthly		6,946.28	7,442.44	8,434.78	8,930.94	9,923.26	10,047.30	10,171.34	10,295.38	10,419.42	10,568.28	10,717.12	
	Semi-Monthly		3,473.14	3,721.22	4,217.39	4,465.47	<b>4,961.63</b>	5,023.65	5,085.67	5,147.69	5,209.71	5,284.14	5,358.56	
<b>102%</b>	Semi-Mo Def Comp		191.02	204.67	231.96	245.60	272.89	276.30	279.71	283.12	286.53	290.63	294.72	
<b>FE4</b>	Firefighter - Equip Maint. (Shift)		Step 1 12 Months	Step 2 75% 12 Months	Step 3 85% 12 Months	Step 4 90% 12 Months	Step 5 100% 12 Months	+1.25% 6th Yr	+2.5% 11th Yr	+3.75% 16th Yr	+5% 21st Yr	+6.5% 26th Yr	+8% 31st Yr	
<b>FS4</b>	Firefighter - SCBA (Shift)													
	Annual		84,989.76	91,060.32	103,201.68	109,272.48	121,413.84	122,931.60	124,449.12	125,966.88	127,484.64	129,305.76	131,126.88	
	Monthly		7,082.48	7,588.36	8,600.14	9,106.04	10,117.82	10,244.30	10,370.76	10,497.24	10,623.72	10,775.48	10,927.24	
	Semi-Monthly		3,541.24	3,794.18	4,300.07	4,553.02	<b>5,058.91</b>	5,122.15	5,185.38	5,248.62	5,311.86	5,387.74	5,463.62	
<b>104%</b>	Semi-Mo Def Comp		194.77	208.68	236.50	250.42	278.24	281.72	285.20	288.67	292.15	296.33	300.50	
<b>FR4</b>	Firefighter - Equip Maint & Rescue Boat Operator (Shift)		Step 1 12 Months	Step 2 75% 12 Months	Step 3 85% 12 Months	Step 4 90% 12 Months	Step 5 100% 12 Months	+1.25% 6th Yr	+2.5% 11th Yr	+3.75% 16th Yr	+5% 21st Yr	+6.5% 26th Yr	+8% 31st Yr	
	Annual		86,624.16	92,811.60	105,186.48	111,373.92	123,748.80	125,295.60	126,842.64	128,389.44	129,936.24	131,792.40	133,648.80	
	Monthly		7,218.68	7,734.30	8,765.54	9,281.16	10,312.40	10,441.30	10,570.22	10,699.12	10,828.02	10,982.70	11,137.40	
	Semi-Monthly		3,609.34	3,867.15	4,382.77	4,640.58	<b>5,156.20</b>	5,220.65	5,285.11	5,349.56	5,414.01	5,491.35	5,568.70	
<b>106%</b>	Semi-Mo Def Comp		198.51	212.69	241.05	255.23	283.59	287.14	290.68	294.23	297.77	302.02	306.28	
<b>EN4</b>	Firefighter - Equip Maint. (Non-Shift)		Step 1 12 Months	Step 2 75% 12 Months	Step 3 85% 12 Months	Step 4 90% 12 Months	Step 5 100% 12 Months	+1.25% 6th Yr	+2.5% 11th Yr	+3.75% 16th Yr	+5% 21st Yr	+6.5% 26th Yr	+8% 31st Yr	
<b>SN4</b>	Firefighter - SCBA (Non-Shift)													
	Annual		89,892.96	96,313.92	109,155.60	115,576.56	128,418.48	130,023.60	131,628.96	133,234.08	134,839.44	136,765.68	138,691.92	
	Monthly		7,491.08	8,026.16	9,096.30	9,631.38	10,701.54	10,835.30	10,969.08	11,102.84	11,236.62	11,397.14	11,557.66	
	Semi-Monthly		3,745.54	4,013.08	4,548.15	4,815.69	<b>5,350.77</b>	5,417.65	5,484.54	5,551.42	5,618.31	5,698.57	5,778.83	
<b>110%</b>	Semi-Mo Def Comp		206.00	220.72	250.15	264.86	294.29	297.97	301.65	305.33	309.01	313.42	317.84	
<b>PM4</b>	Firefighter Paramedic (Shift)		Step 1 12 Months	Step 2 75% 12 Months	Step 3 85% 12 Months	Step 4 90% 12 Months	Step 5 100% 12 Months							
	Annual		91,936.08	98,502.96	111,636.48	118,203.36	131,337.12							
	Monthly		7,661.34	8,208.58	9,303.04	9,850.28	10,944.76							

**APPENDIX A - IAFF SALARY SCHEDULE**

*Effective 1-1-26 to 12-31-26*

**2.7% General Wage Adjustment with 5.50% Deferred Comp**

Schedule	Average Shift Hours/Year:	2,472	Shift Hours Per Week:				47.54								
<b>I12.5%</b>		Semi-Monthly	3,830.67	4,104.29	4,651.52	4,925.14	<b>5,472.38</b>								
		Semi-Mo Def Comp	210.69	225.74	255.83	270.88	300.98								
<b>PR4</b>	Firefighter Paramedic - & Rescue Boat Operator (Shift)		<b>Step 1</b> 70% 12 Months	<b>Step 2</b> 75% 12 Months	<b>Step 3</b> 85% 12 Months	<b>Step 4</b> 90% 12 Months	<b>Step 5</b> 100% 12 Months	+1.25% 6th Yr	+2.5% 11th Yr	+3.75% 16th Yr	+5% 21st Yr	+6.5% 26th Yr	+8% 31st Yr		
		Annual	93,570.48	100,254.00	113,621.28	120,304.80	133,672.08	135,342.96	137,013.84	138,684.72	140,355.60	142,026.48	143,697.36	145,368.24	147,039.12
		Monthly	7,797.54	8,354.50	9,468.44	10,025.40	11,139.34	11,278.58	11,417.82	11,557.06	11,696.30	11,835.54	11,974.78	12,114.02	
		Semi-Monthly	3,898.77	4,177.25	4,734.22	5,012.70	<b>5,569.67</b>	5,639.29	5,708.91	5,778.53	5,848.15	5,917.77	6,015.24		
<b>I14.5%</b>		Semi-Mo Def Comp	214.43	229.75	260.38	275.70	306.33	310.16	313.99	317.82	321.65	325.48	329.31	333.14	
<b>CP4</b>	Firefighter Paramedic Continuous 5+ Yrs (Shift)		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b> 5+ Yrs	+1.25% 6th Yr	+2.5% 11th Yr	+3.75% 16th Yr	+5% 21st Yr	+6.5% 26th Yr	+8% 31st Yr	
		Annual	N/A	N/A	N/A	N/A	N/A	N/A	134,255.76	135,933.84	137,612.16	139,290.24	140,968.32	142,646.40	144,324.48
		Monthly	N/A	N/A	N/A	N/A	N/A	N/A	11,187.98	11,327.82	11,467.68	11,607.52	11,747.38	11,887.22	12,027.06
		Semi-Monthly	N/A	N/A	N/A	N/A	N/A	N/A	<b>5,593.99</b>	5,663.91	5,733.84	5,803.76	5,873.69	5,943.61	6,013.54
<b>I15%</b>		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	N/A	307.67	311.52	315.36	319.21	323.05	326.90	330.74	
<b>FP4</b> <b>FL4</b>	Deputy Fire Marshall- Firefighter (Non-Shift) Lieutenant (Shift)		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b> 100% 12 Months	+1.25% 6th Yr	+2.5% 11th Yr	+3.75% 16th Yr	+5% 21st Yr	+6.5% 26th Yr	+8% 31st Yr		
		Annual	N/A	N/A	N/A	N/A	N/A	134,255.76	135,933.84	137,612.16	139,290.24	140,968.32	142,646.40	144,324.48	
		Monthly	N/A	N/A	N/A	N/A	N/A	11,187.98	11,327.82	11,467.68	11,607.52	11,747.38	11,887.22	12,027.06	
		Semi-Monthly	N/A	N/A	N/A	N/A	N/A	N/A	<b>5,593.99</b>	5,663.91	5,733.84	5,803.76	5,873.69	5,943.61	
<b>I15%</b>		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	N/A	307.67	311.52	315.36	319.21	323.05	326.90	330.74	
<b>CB4</b>	Firefighter Paramedic Continuous 5+ Yrs with Ladder Truck & Boat Operator (Shift)		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b> 5+ Yrs	+1.25% 6th Yr	+2.5% 11th Yr	+3.75% 16th Yr	+5% 21st Yr	+6.5% 26th Yr	+8% 31st Yr	
		Annual	N/A	N/A	N/A	N/A	N/A	N/A	136,590.72	138,298.08	140,005.44	141,712.80	143,420.16	145,127.52	146,834.88
		Monthly	N/A	N/A	N/A	N/A	N/A	N/A	11,382.56	11,524.84	11,667.12	11,809.40	11,951.68	12,093.96	
		Semi-Monthly	N/A	N/A	N/A	N/A	N/A	N/A	<b>5,691.28</b>	5,762.42	5,833.56	5,904.70	5,975.84	6,046.98	
<b>I17%</b>		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	N/A	313.02	316.93	320.85	324.76	328.67	332.58	336.49	
<b>PN4</b>	Firefighter Paramedic (Non-Shift)		<b>Step 1</b> 70% 12 Months	<b>Step 2</b> 75% 12 Months	<b>Step 3</b> 85% 12 Months	<b>Step 4</b> 90% 12 Months	<b>Step 5</b> 100% 12 Months								
		Annual	96,839.28	103,756.32	117,590.40	124,507.68	138,341.76								
		Monthly	8,069.94	8,646.36	9,799.20	10,375.64	11,528.48								
		Semi-Monthly	4,034.97	4,323.18	4,899.60	5,187.82	<b>5,764.24</b>								
<b>I18.5%</b>		Semi-Mo Def Comp	221.92	237.77	269.48	285.33	317.03								
<b>LT4</b> <b>CN4</b>	Lieutenant (Non-Shift) (Training) Firefighter Paramedic Cont 5+ Yrs (No Deputy Fire Marshal (Lieutenant) (No		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b> 100% 12 Months	+1.25% 6th Yr	+2.5% 11th Yr	+3.75% 16th Yr	+5% 21st Yr	+6.5% 26th Yr	+8% 31st Yr		
		Annual	N/A	N/A	N/A	N/A	141,260.40	143,026.08	144,792.00	146,557.68	148,323.36	150,089.04	151,854.72	153,620.40	
		Monthly	N/A	N/A	N/A	N/A	11,771.70	11,918.84	12,066.00	12,213.14	12,360.28	12,507.42	12,654.56		
		Semi-Monthly	N/A	N/A	N/A	N/A	N/A	<b>5,885.85</b>	5,959.42	6,033.00	6,106.57	6,180.14	6,253.72		
<b>I21%</b>		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	323.72	327.77	331.82	335.86	339.91	343.96	348.01		
<b>FC4</b>	Fire Captain (Shift)		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b> 100% 12 Months	+1.25% 6th Yr	+2.5% 11th Yr	+3.75% 16th Yr	+5% 21st Yr	+6.5% 26th Yr	+8% 31st Yr		
		Annual	N/A	N/A	N/A	N/A	144,762.72	146,572.32	148,381.68	150,191.28	152,000.88	153,810.48	155,620.08		
		Monthly	N/A	N/A	N/A	N/A	12,063.56	12,214.36	12,365.14	12,515.94	12,666.74	12,817.54	12,968.34		
		Semi-Monthly	N/A	N/A	N/A	N/A	N/A	<b>6,031.78</b>	6,107.18	6,182.57	6,257.97	6,333.37	6,408.77		
<b>I24%</b>		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	331.75	335.89	340.04	344.19	348.34	352.48	356.63		

**APPENDIX A - IAFF SALARY SCHEDULE**

*Effective 1-1-26 to 12-31-26*

**2.7%** General Wage Adjustment **With 5.50%** Deferred Comp

Schedule	Average Shift Hours/Year:	2,472	Shift Hours Per Week:				47.54							
			Step 1	Step 2	Step 3	Step 4	Step 5 100% 12 Months	+1.25% 6th Yr	+2.5% 11th Yr	+3.75% 16th Yr	+5% 21st Yr	+6.5% 26th Yr	+8% 31st Yr	
<b>FM4</b>	Fire Marshal Captain (Non-Shift)													
<b>MO4</b>	Medical Officer - Cpt (Non-Shift)	Annual	N/A	N/A	N/A	N/A	151,767.36	153,664.56	155,561.52	157,458.72	159,355.68	161,632.32	163,908.72	
	Training Captain (Non-Shift)	Monthly	N/A	N/A	N/A	N/A	12,647.28	12,805.38	12,963.46	13,121.56	13,279.64	13,469.36	13,659.06	
		Semi-Monthly	N/A	N/A	N/A	N/A	<b>6,323.64</b>	6,402.69	6,481.73	6,560.78	6,639.82	6,734.68	6,829.53	
<b>130%</b>		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	347.80	352.15	356.50	360.84	365.19	370.41	375.62	
<b>BC4</b>	Battalion Chief (Shift)													
		Annual	N/A	N/A	N/A	N/A	158,772.00	160,756.56	162,741.36	164,725.92	166,710.72	169,092.24	171,473.76	
		Monthly	N/A	N/A	N/A	N/A	13,231.00	13,396.38	13,561.78	13,727.16	13,892.56	14,091.02	14,289.48	
		Semi-Monthly	N/A	N/A	N/A	N/A	<b>6,615.50</b>	6,698.19	6,780.89	6,863.58	6,946.28	7,045.51	7,144.74	
<b>136%</b>		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	363.85	368.40	372.95	377.50	382.05	387.50	392.96	
<b>BN4</b>	Battalion Chief - (Non-Shift)			Step 2	Step 3	Step 4	Step 5 100% 12 Months	+1.25% 6th Yr	+2.5% 11th Yr	+3.75% 16th Yr	+5% 21st Yr	+6.5% 26th Yr	+8% 31st Yr	
		Annual	N/A	N/A	N/A	N/A	165,776.64	167,848.80	169,920.96	171,993.36	174,065.52	176,552.16	179,038.80	
		Monthly	N/A	N/A	N/A	N/A	13,814.72	13,987.40	14,160.08	14,332.78	14,505.46	14,712.68	14,919.90	
		Semi-Monthly	N/A	N/A	N/A	N/A	<b>6,907.36</b>	6,993.70	7,080.04	7,166.39	7,252.73	7,356.34	7,459.95	
<b>142%</b>		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	379.90	384.65	389.40	394.15	398.90	404.60	410.30	

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 wage 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.