

**CITY OF ALAMEDA**  
**ALAMEDA FIRE CHIEFS ASSOCIATION**  
**EFFECTIVE JANUARY 28, 2024**

CODE	CLASSIFICATION	ANNUAL					
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6*
4550	Division Chief	174,770	190,255	199,767	209,755	220,244	231,256
<b>Retention Pay</b> (MOU Sec 11.3)							
10 YEARS SERVICE (3%)							
	Suppression	5,636.3325	6,135.7238	6,442.4858	6,764.5988	7,102.8690	
	Non - Suppression	5,243.1000	5,707.6500	5,993.0100	6,292.6500	6,607.3200	6,607.3200
<b>AND</b>							
15 YEARS SERVICE (Additional 4%)							
	Suppression	7,740.5633	8,426.3940	8,847.6804	9,290.0490	9,754.6068	
	Non - Suppression	7,200.5240	7,838.5060	8,230.4004	8,641.9060	9,074.0528	9,074.0528
<b>AND</b>							
20 YEARS SERVICE (Additional 5%)							
	Suppression	10,062.7323	10,954.3121	11,501.9846	12,077.0636	12,680.9888	
	Non - Suppression	9,360.6812	10,190.0578	10,699.5205	11,234.4778	11,796.2686	11,796.2686
<b>Temporary Office Assignment</b> (MOU Sec 10.3)							
	Office Assignment	8,738.5000	9,512.7500	9,988.3500	10,487.7500	11,012.2000	11,012.2000
<b>Management Incentive Pay</b> (MOU Sec 11.1)							
Suppression							
	10 Years of Service	4,961.1741	5,400.7449	5,670.7609	5,954.2890	6,252.0389	
	15 Years of Service	5,174.0396	5,632.4707	5,914.0721	6,209.7653	6,520.2906	
	20 Years of Service	5,450.7648	5,933.7143	6,230.3766	6,541.8846	6,869.0178	
Non-Suppression							
	10 Years of Service	7,650.5568	8,328.4126	8,744.8004	9,182.0251	9,641.1811	9,641.1811
	15 Years of Service	7,956.5790	8,661.5491	9,094.5924	9,549.3061	10,026.8283	10,026.8283
	20 Years of Service	8,354.4080	9,094.6266	9,549.3221	10,026.7714	10,528.1698	10,528.1698
Incentive Level 2 or 3							
	10 Years of Service	9,000.6550	9,798.1325	10,288.0005	10,802.3825	11,342.5660	11,342.5660
	15 Years of Service	9,360.6812	10,190.0578	10,699.5205	11,234.4778	11,796.2686	11,796.2686
	20 Years of Service	9,828.7153	10,699.5607	11,234.4965	11,796.2017	12,386.0821	12,386.0821
<b>Holiday-in-Lieu Pay</b> MOU Sec 16							
	Suppression Only	13,107.7500	14,269.1250	14,982.5250	15,731.6250	16,518.3000	
<b>Paramedic Assistant Differential</b> FOR ALL STEPS (MOU Sec 26.3)							
				4,902.28			
<b>Step 6</b> Only those assigned as the Deputy Fire Chief or working an administrative assignment, exclusive of the Deputy Fire Chief assignment, and having responsibility for one or more of the Fire Department's divisions are eligible for Step 6; all additional pays will continue to be based on the fifth step of the salary range.							