

CITY OF ALAMEDA
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 689
Effective January 12, 2025

CODE	CLASSIFICATION	ANNUAL						
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
4530	Battalion Chief			177,889	186,783	196,122	205,929	216,225
4520	Fire Captain					152,821	155,096	162,851
4505	Fire Apparatus Operator					142,956		
4500	Firefighter	90,268	96,479	103,298	109,755	118,986	124,925	131,283
Holiday-in-Lieu Pay (Supression only) (MOU Sec 16)								
Battalion Chief 12,309.91 12,925.40 13,571.67 14,250.26 14,962.77								
Fire Captain 10,575.22 10,732.66 11,269.29								
Fire Apparatus Operator 9,892.54								
Firefighter 6,246.55 6,676.35 7,148.22 7,595.05 8,233.83 8,644.81 9,084.78								
Paramedic Program	Paramedic Assistant Differential FOR ALL CLASSIFICATIONS AND STEPS (MOU Sec 25.11 (a)) 5,251.32							
	OR							
	Paramedic Differential (MOU Sec 25.11 (b))							
	Fire Captain 19,103.00 19,387.00 20,356.00							
	Fire Apparatus Operator 17,869.00							
Firefighter 11,284.00 12,060.00 12,912.00 13,719.00 14,873.00 15,616.00 16,410.00								
40-Hour Office Assignment (MOU Sec 12.6)								
Fire Captain 26,744.00 27,142.00 28,499.00								
Fire Apparatus Operator 25,017.00								
Firefighter 15,797.00 16,884.00 18,077.00 19,207.00 20,823.00 21,862.00 22,975.00								
Career Development Incentive Program (MOU Sec 25.4) effective December 2024	Basic - Level 1 (4%)							
	Battalion Chief 7,115.55 7,471.33 7,844.90 8,237.14 8,649.00							
	Fire Captain 6,112.84 6,203.85 6,514.04							
	Fire Apparatus Operator 5,718.23							
	Firefighter 3,610.72 3,859.16 4,131.92 4,390.20 4,759.44 4,997.00 5,251.32							
	OR							
	Intermediate - Level 2 (4% plus 5%, compounded)							
	Battalion Chief 16,365.77 17,184.07 18,043.27 18,945.43 19,892.70							
	Fire Captain 14,059.54 14,268.85 14,982.29							
	Fire Apparatus Operator 13,151.93							
	Firefighter 8,304.66 8,876.07 9,503.42 10,097.46 10,946.71 11,493.10 12,078.04							
	OR							
	Advanced - Level 3 (4%, plus 5%, plus 5%, compounded)							
	Battalion Chief 26,078.50 27,382.44 28,751.56 30,189.13 31,698.59							
	Fire Captain 22,403.57 22,737.10 23,873.95							
Fire Apparatus Operator 20,957.31								
Firefighter 13,233.29 14,143.82 15,143.49 16,090.08 17,443.35 18,314.01 19,246.09								
CARE Team Differential		HOURLY						
FOR ALL CLASSIFICATIONS AND STEPS While so assigned (MOU Sec 25.14)		4.28293						
Ambulance Differential		HOURLY						
FOR ALL CLASSIFICATIONS AND STEPS While so assigned (MOU Sec 25.5)		3.38126						