

CITY OF ALAMEDA
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 689
Effective December 29, 2024

CODE	CLASSIFICATION	ANNUAL						
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
4530	Batallion Chief			172,708	181,343	190,410	199,931	209,927
4520	Fire Captain					148,370	153,162	158,108
4505	Fire Apparatus Operator					138,792		
4500	Firefighter	87,639	93,669	100,289	106,558	115,520	121,286	127,459
Holiday-in-Lieu Pay (Supression only) (MOU Sec 16)								
	Battalion Chief			11,951.37	12,548.93	13,176.38	13,835.20	14,526.96
	Fire Captain					10,267.20	10,598.81	10,941.07
	Fire Apparatus Operator					9,604.41		
	Firefighter	6,064.62	6,481.89	6,940.00	7,373.81	7,993.98	8,392.99	8,820.16
Paramedic Program	Paramedic Assistant Differential FOR ALL CLASSIFICATIONS AND STEPS (MOU Sec 25.11 (a))					5,098.36		
	OR							
	Paramedic Differential (MOU Sec 25.11 (b))							
	Fire Captain					18,546.00	19,145.00	19,764.00
	Fire Apparatus Operator					17,349.00		
	Firefighter	10,955.00	11,709.00	12,536.00	13,320.00	14,440.00	15,161.00	15,932.00
40-Hour Office Assignment (MOU Sec 12.6)								
	Fire Captain					25,965.00	26,803.00	27,669.00
	Fire Apparatus Operator					24,289.00		
	Firefighter	15,337.00	16,392.00	17,551.00	18,648.00	20,216.00	21,225.00	22,305.00
Career Development Incentive Program (MOU Sec 25.4) effective December 2024	Basic - Level 1 (4%)							
	Battalion Chief			6,908.30	7,253.72	7,616.40	7,997.23	8,397.09
	Fire Captain					5,934.80	6,126.48	6,324.32
	Fire Apparatus Operator					5,551.68		
	Firefighter	3,505.56	3,746.76	4,011.56	4,262.32	4,620.80	4,851.44	5,098.36
	OR							
	Intermediate - Level 2 (4% plus 5%, compounded)							
	Battalion Chief			15,889.10	16,683.56	17,517.73	18,393.62	19,313.30
	Fire Captain					13,650.04	14,090.90	14,545.94
	Fire Apparatus Operator					12,768.86		
	Firefighter	8,062.79	8,617.55	9,226.59	9,803.34	10,627.84	11,158.31	11,726.23
	OR							
	Advanced - Level 3 (4%, plus 5%, plus 5%, compounded)							
	Battalion Chief			25,318.93	26,584.89	27,914.12	29,309.83	30,775.32
	Fire Captain					21,751.04	22,453.55	23,178.64
Fire Apparatus Operator					20,346.90			
Firefighter	12,847.88	13,731.88	14,702.37	15,621.41	16,935.23	17,780.53	18,685.49	
CARE Team Differential		HOURLY						
FOR ALL CLASSIFICATIONS AND STEPS While so assigned (MOU Sec 25.14)		4.15817						
Ambulance Differential		HOURLY						
FOR ALL CLASSIFICATIONS AND STEPS While so assigned (MOU Sec 25.5)		3.28277						