APPENDIX A - IAFF SALARY SCHEDULE

Detail

Effective 1-1-16 to 12-31-16

2.5% General Wage Adjustment & 4.75% Deferred Comp

Schedule	Average Shift Hours/Year:	2,568	Shift Hours Per Week:		49.39									
			70%	75%	85%	90%	100%	Step 5	Step 5	Step 5	Step 5	Step 5	Step 5	
FF6	Firefighter		Step 1	Step 2	Step 3	Step 4	Step 5	+1.25%	+2.5%	+3.75%	+5%	+6.5%	+8%	
		Annual	58,140.00	62,292.96	70,598.64	74,751.60	83,057.28	84,095.52	85,133.76	86,172.00	87,210.24	88,456.08	89,701.92	
		Monthly	4,845.00	5,191.08	5,883.22	6,229.30	6,921.44	7,007.96	7,094.48	7,181.00	7,267.52	7,371.34	7,475.16	
		Semi-Monthly	2,422.50	2,595.54	2,941.61	3,114.65	3,460.72	3,503.98	3,547.24	3,590.50	3,633.76	3,685.67	3,737.58	
		Non-Shift Hourly	27.95	29.95	33.94	35.94	39.93	40.43	40.93	41.43	41.93	42.53	43.13	
		Non-Shift Overtime	41.93	44.93	50.91	53.91	59.90	60.65	61.40	62.15	62.90	63.80	64.70	
		Shift/Hourly	22.64	24.26	27.49	29.11	32.34	32.75	33.15	33.56	33.96	34.45	34.93	
		Shift/Overtime	33.96	36.39	41.24	43.66	48.51	49.12	49.73	50.33	50.94	51.67	52.40	
		Semi- Mo Def Comp	115.07	123.29	139.73	147.95	164.38	166.44	168.49	170.55	172.60	175.07	177.54	
FE6	Firefighter (Equip Maint)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 5 +1.25%	Step 5 +2.5%	Step 5 +3.75%	Step 5 +5%	Step 5 +6.5%	Step 5 +8%	
FS6	Firefighter (SCBA)	Annual	60,465.84	64,784.64	73,422.72	77,741.76	86,379.60	87,459.36	88,539.12	89,618.88	90,698.64	91,994.16	93,289.92	
		Monthly	5,038.82	5,398.72	6,118.56	6,478.48	7,198.30	7,288.28	7,378.26	7,468.24	7,558.22	7,666.18	7,774.16	
		Semi-Monthly	2,519.41	2,699.36	3,059.28	3,239.24	3,599.15	3,644.14	3,689.13	3,734.12	3,779.11	3,833.09	3,887.08	
		Non-Shift Hourly	29.07	31.15	35.30	37.38	41.53	42.05	42.57	43.09	43.61	44.23	44.85	
		Non-Shift Overtime	43.61	46.73	52.95	56.07	62.30	63.08	63.86	64.64	65.42	66.35	67.28	
		Shift/Hourly	23.55	25.23	28.59	30.27	33.64	34.06	34.48	34.90	35.32	35.82	36.33	
		Shift/Overtime	35.32	37.84	42.89	45.41	50.46	51.09	51.72	52.35	52.98	53.73	54.49	
104%		Semi-Mo Def Comp	119.67	128.22	145.32	153.86	170.96	173.10	175.23	177.37	179.51	182.07	184.64	
PM6	Firefighter Paramedic		Step 1	Step 2	Step 3	Step 4	Step 5	Step 5 +1.25%	Step 5 +2.5%	Step 5 +3.75%	Step 5 +5%	Step 5 +6.5%	Step 5 +8%	
		Annual	65,407.68	70,079.52	79,423.44	84,095.52	93,439.44	94,607.52	95,775.36	96,943.44	98,111.52	99,513.12	100,914.48	
		Monthly	5,450.64	5,839.96	6,618.62	7,007.96	7,786.62	7,883.96	7,981.28	8,078.62	8,175.96	8,292.76	8,409.54	
		Semi-Monthly	2,725.32	2,919.98	3,309.31	3,503.98	3,893.31	3,941.98	3,990.64	4,039.31	4,087.98	4,146.38	4,204.77	
		Non-Shift Hourly	31.45	33.69	38.18	40.43	44.92	45.48	46.05	46.61	47.17	47.84	48.52	
		Non-Shift Overtime	47.18	50.54	57.27	60.65	67.38	68.22	69.08	69.92	70.76	71.76	72.78	
		Shift/Hourly	25.47	27.29	30.93	32.75	36.39	36.84	37.30	37.75	38.21	38.75	39.30	
		Shift/Overtime	38.21	40.93	46.39	49.12	54.58	55.26	55.94	56.63	57.31	58.13	58.95	
112.5%		Semi-Mo Def Comp	129.45	138.70	157.19	166.44	184.93	187.24	189.56	191.87	194.18	196.95	199.73	
CP6	Firefigher Paramedic Continuous 10+ Yrs		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 6 +1.25%	Step 6 +2.5%	Step 6 +3.75%	Step 6 +5.0%	Step 6 +6.5%	Step 6 +8%
		Annual	N/A	N/A	N/A	N/A	N/A	95,515.92	96,709.92	97,903.92	99,097.68	100,291.68	101,724.48	103,157.28
		Monthly	N/A	N/A	N/A	N/A	N/A	7,959.66	8,059.16	8,158.66	8,258.14	8,357.64	8,477.04	8,596.44
		Semi-Monthly	N/A	N/A	N/A	N/A	N/A	3,979.83	4,029.58	4,079.33	4,129.07	4,178.82	4,238.52	4,298.22
		Non-Shift Hourly	N/A	N/A	N/A	N/A	N/A	45.92	46.50	47.07	47.64	48.22	48.91	49.59
		Non-Shift Overtime	N/A	N/A	N/A	N/A	N/A	68.88	69.75	70.61	71.46	72.33	73.37	74.39
		Shift/Hourly	N/A	N/A	N/A	N/A	N/A	37.19	37.66	38.12	38.59	39.05	39.61	40.17
		Shift/Overtime	N/A	N/A	N/A	N/A	N/A	55.79	56.49	57.19	57.88	58.58	59.42	60.26
115%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	N/A	189.04	191.41	193.77	196.13	198.49	201.33	204.17
FP6	FF Fire Prevention (Non-Shift)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 5 +1.25%	Step 5 +2.5%	Step 5 +3.75%	Step 5 +5%	Step 5 +6.5%	Step 5 +8%	
FL6	Lieutenant (Shift)	Annual	N/A	N/A	N/A	N/A	95,515.92	96,709.92	97,903.92	99,097.68	100,291.68	101,724.48	103,157.28	
		Monthly	N/A	N/A	N/A	N/A	7,959.66	8,059.16	8,158.66	8,258.14	8,357.64	8,477.04	8,596.44	
		Semi-Monthly	N/A	N/A	N/A	N/A	3,979.83	4,029.58	4,079.33	4,129.07	4,178.82	4,238.52	4,298.22	
		Non-Shift Hourly	N/A	N/A	N/A	N/A	45.92	46.50	47.07	47.64	48.22	48.91	49.59	
		Non-Shift Overtime	N/A	N/A	N/A	N/A	68.88	69.75	70.61	71.46	72.33	73.37	74.39	
		Shift/Hourly	N/A	N/A	N/A	N/A	37.19	37.66	38.12	38.59	39.05	39.61	40.17	
		Shift/Overtime	N/A	N/A	N/A	N/A	55.79	56.49	57.19	57.88	58.58	59.42	60.26	
115%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	189.04	191.41	193.77	196.13	198.49	201.33	204.17	
LT6	Lieutenant Training		Step 1	Step 2	Step 3	Step 4	Step 5	Step 5 +1.25%	Step 5 +2.5%	Step 5 +3.75%	Step 5 +5%	Step 5 +6.5%	Step 5 +8%	
	(Non-Shift)	Annual	N/A	N/A	N/A	N/A	100,499.28	101,755.44	103,011.84	104,268.00	105,524.16	107,031.84	108,539.28	
		Monthly	N/A	N/A	N/A	N/A	8,374.94	8,479.62	8,584.32	8,689.00	8,793.68	8,919.32	9,044.94	
		Semi-Monthly	N/A	N/A	N/A	N/A	4,187.47	4,239.81	4,292.16	4,344.50	4,396.84	4,459.66	4,522.47	
		Non-Shift Hourly	N/A	N/A	N/A	N/A	48.32	48.92	49.52	50.13	50.73	51.46	52.18	
		Non-Shift Overtime	N/A	N/A	N/A	N/A	72.48	73.38	74.28	75.20	76.10	77.19	78.27	
		Shift/Hourly	N/A	N/A	N/A	N/A	39.14	39.62	40.11	40.60	41.09	41.68	42.27	
		Shift/Overtime	N/A	N/A	N/A	N/A	58.70	59.44	60.17	60.90	61.64	62.52	63.40	
121%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	198.90	201.39	203.88	206.36	208.85	211.83	214.82	
FC6	Fire Captain - Station (Shift)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 5 +1.25%	Step 5 +2.5%	Step 5 +3.75%	Step 5 +5%	Step 5 +6.5%	Step 5 +8%	
MC6	Medical Officer - Cpt (Shift)	Annual	N/A	N/A	N/A	N/A	102,990.96	104,278.32	105,565.68	106,853.04	108,140.40	109,685.28	111,230.16	
		Monthly	N/A	N/A	N/A	N/A	8,582.58	8,689.86	8,797.14	8,904.42	9,011.70	9,140.44	9,269.18	
		Semi-Monthly	N/A	N/A	N/A	N/A	4,291.29	4,344.93	4,398.57	4,452.21	4,505.85	4,570.22	4,634.59	
		Non-Shift Hourly	N/A	N/A	N/A	N/A	49.51	50.13	50.75	51.37	51.99	52.73	53.48	
		Non-Shift Overtime	N/A	N/A	N/A	N/A	74.27	75.20	76.13	77.06	77.99	79.10	80.22	
		Shift/Hourly	N/A	N/A	N/A	N/A	40.11	40.61	41.11	41.61	42.11	42.71	43.31	
		Shift/Overtime	N/A	N/A	N/A	N/A	60.16	60.91	61.66	62.41	63.17	64.07	64.97	
124%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	203.84	206.38	208.93	211.48	214.03	217.09	220.14	

APPENDIX A - IAFF SALARY SCHEDULE

Detail

Effective 1-1-16 to 12-31-16

2.5% General Wage Adjustment & 4.75% 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	Step 5 +1.25%	Step 5 +2.5%	Step 5 +3.75%	Step 5 +5%	Step 5 +6.5%	Step 5 +8%
FM6	Fire Marshal (Non-Shift)												
MO6	Medical Officer - Cpt (Non-Shift)	Annual	N/A	N/A	N/A	N/A	107,974.56	109,324.32	110,673.84	112,023.60	113,373.36	114,992.88	116,612.64
		Monthly	N/A	N/A	N/A	N/A	8,997.88	9,110.36	9,222.82	9,335.30	9,447.78	9,582.74	9,717.72
		Semi-Monthly	N/A	N/A	N/A	N/A	4,498.94	4,555.18	4,611.41	4,667.65	4,723.89	4,791.37	4,858.86
		Non-Shift Hourly	N/A	N/A	N/A	N/A	51.91	52.56	53.21	53.86	54.51	55.29	56.06
		Non-Shift Overtime	N/A	N/A	N/A	N/A	77.87	78.84	79.82	80.79	81.77	82.94	84.09
		Shift/Hourly	N/A	N/A	N/A	N/A	42.05	42.57	43.10	43.62	44.15	44.78	45.41
		Shift/Overtime	N/A	N/A	N/A	N/A	63.07	63.86	64.65	65.43	66.22	67.17	68.11
130%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	213.70	216.37	219.04	221.71	224.38	227.59	230.80
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 5 +1.25%	Step 5 +2.5%	Step 5 +3.75%	Step 5 +5%	Step 5 +6.5%	Step 5 +8%
		Annual	N/A	N/A	N/A	N/A	110,466.24	111,846.96	113,227.92	114,608.64	115,989.60	117,646.56	119,303.52
		Monthly	N/A	N/A	N/A	N/A	9,205.52	9,320.58	9,435.66	9,550.72	9,665.80	9,803.88	9,941.96
		Semi-Monthly	N/A	N/A	N/A	N/A	4,602.76	4,660.29	4,717.83	4,775.36	4,832.90	4,901.94	4,970.98
		Non-Shift Hourly	N/A	N/A	N/A	N/A	53.11	53.77	54.44	55.10	55.76	56.56	57.36
		Non-Shift Overtime	N/A	N/A	N/A	N/A	79.67	80.66	81.66	82.65	83.64	84.84	86.04
		Shift/Hourly	N/A	N/A	N/A	N/A	43.02	43.55	44.09	44.63	45.17	45.81	46.46
		Shift/Overtime	N/A	N/A	N/A	N/A	64.52	65.33	66.14	66.94	67.75	68.72	69.69
133%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	218.63	221.36	224.10	226.83	229.56	232.84	236.12
BC6	Battalion Chief (Shift)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 5 +1.25%	Step 5 +2.5%	Step 5 +3.75%	Step 5 +5%	Step 5 +6.5%	Step 5 +8%
		Annual	N/A	N/A	N/A	N/A	112,957.92	114,369.84	115,781.76	117,193.92	118,605.84	120,300.24	121,994.64
		Monthly	N/A	N/A	N/A	N/A	9,413.16	9,530.82	9,648.48	9,766.16	9,883.82	10,025.02	10,166.22
		Semi-Monthly	N/A	N/A	N/A	N/A	4,706.58	4,765.41	4,824.24	4,883.08	4,941.91	5,012.51	5,083.11
		Non-Shift Hourly	N/A	N/A	N/A	N/A	54.31	54.99	55.66	56.34	57.02	57.84	58.65
		Non-Shift Overtime	N/A	N/A	N/A	N/A	81.47	82.49	83.49	84.51	85.53	86.76	87.98
		Shift/Hourly	N/A	N/A	N/A	N/A	43.99	44.54	45.09	45.64	46.19	46.85	47.51
		Shift/Overtime	N/A	N/A	N/A	N/A	65.98	66.80	67.63	68.45	69.28	70.27	71.26
136%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	223.56	226.36	229.15	231.95	234.74	238.09	241.45
BN6	Battalion Chief - Training (Non-Shift)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 5 +1.25%	Step 5 +2.5%	Step 5 +3.75%	Step 5 +5%	Step 5 +6.5%	Step 5 +8%
		Annual	N/A	N/A	N/A	N/A	117,941.28	119,415.60	120,889.92	122,364.00	123,838.32	125,607.36	127,376.64
		Monthly	N/A	N/A	N/A	N/A	9,828.44	9,951.30	10,074.16	10,197.00	10,319.86	10,467.28	10,614.72
		Semi-Monthly	N/A	N/A	N/A	N/A	4,914.22	4,975.65	5,037.08	5,098.50	5,159.93	5,233.64	5,307.36
		Non-Shift Hourly	N/A	N/A	N/A	N/A	56.70	57.41	58.12	58.83	59.54	60.39	61.24
		Non-Shift Overtime	N/A	N/A	N/A	N/A	85.05	86.12	87.18	88.25	89.31	90.59	91.86
		Shift/Hourly	N/A	N/A	N/A	N/A	45.93	46.50	47.08	47.65	48.22	48.91	49.60
		Shift/Overtime	N/A	N/A	N/A	N/A	68.89	69.75	70.61	71.47	72.34	73.37	74.40
142%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	233.43	236.34	239.26	242.18	245.10	248.60	252.10

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 1-1-17 to 12-31-17

2.00% General Wage Adjustment & 4.75% Deferred Comp

Schedule	Average Shift Hours/Year:	2,568	Shift Hours Per Week:		49.39									
FF7	Firefighter		70% Step 1	75% Step 2	85% Step 3	90% Step 4	100% Step 5	Step 5 +1.25%	Step 5 +2.5%	Step 5 +3.75%	Step 5 +5%	Step 5 +6.5%	Step 5 +8%	
		Annual	59,302.80	63,538.80	72,010.56	76,246.56	84,718.32	85,777.20	86,836.32	87,895.20	88,954.32	90,225.12	91,495.68	
		Monthly	4,941.90	5,294.90	6,000.88	6,353.88	7,059.86	7,148.10	7,236.36	7,324.60	7,412.86	7,518.76	7,624.64	
		Semi-Monthly	2,470.95	2,647.45	3,000.44	3,176.94	**3,529.93**	3,574.05	3,618.18	3,662.30	3,706.43	3,759.38	3,812.32	
		Non-Shift Hourly	28.51	30.55	34.62	36.66	40.73	41.24	41.75	42.26	42.77	43.38	43.99	
		Non-Shift Overtime	42.77	45.83	51.93	54.99	61.10	61.86	62.63	63.39	64.16	65.07	65.99	
		Shift/Hourly	23.09	24.74	28.04	29.69	32.99	33.40	33.81	34.23	34.64	35.13	35.63	
		Shift/Overtime	34.64	37.11	42.06	44.54	49.49	50.10	50.72	51.34	51.96	52.70	53.44	
		Semi- Mo Def Comp	117.37	125.75	142.52	150.90	167.67	169.77	171.86	173.96	176.06	178.57	181.09	
FE7	Firefighter (Equip Maint)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 5 +1.25%	Step 5 +2.5%	Step 5 +3.75%	Step 5 +5%	Step 5 +6.5%	Step 5 +8%	
FS7	Firefighter (SCBA)	Annual	61,674.96	66,080.40	74,891.04	79,296.48	88,107.12	89,208.48	90,309.84	91,411.20	92,512.56	93,834.00	95,155.68	
		Monthly	5,139.58	5,506.70	6,240.92	6,608.04	7,342.26	7,434.04	7,525.82	7,617.60	7,709.38	7,819.50	7,929.64	
		Semi-Monthly	2,569.79	2,753.35	3,120.46	3,304.02	**3,671.13**	3,717.02	3,762.91	3,808.80	3,854.69	3,909.75	3,964.82	
		Non-Shift Hourly	29.65	31.77	36.01	38.12	42.36	42.89	43.42	43.95	44.48	45.11	45.75	
		Non-Shift Overtime	44.48	47.66	54.02	57.18	63.54	64.34	65.13	65.93	66.72	67.67	68.63	
		Shift/Hourly	24.02	25.73	29.16	30.88	34.31	34.74	35.17	35.60	36.03	36.54	37.05	
		Shift/Overtime	36.03	38.60	43.74	46.32	51.46	52.11	52.75	53.39	54.04	54.81	55.58	
104%		Semi-Mo Def Comp	122.07	130.78	148.22	156.94	174.38	176.56	178.74	180.92	183.10	185.71	188.33	
PM7	Firefighter Paramedic		Step 1	Step 2	Step 3	Step 4	Step 5	Step 5 +1.25%	Step 5 +2.5%	Step 5 +3.75%	Step 5 +5%	Step 5 +6.5%	Step 5 +8%	
		Annual	66,715.68	71,481.12	81,011.76	85,777.20	95,308.08	96,499.44	97,690.80	98,882.16	100,073.52	101,503.20	102,932.64	
		Monthly	5,559.64	5,956.76	6,750.98	7,148.10	7,942.34	8,041.62	8,140.90	8,240.18	8,339.46	8,458.60	8,577.72	
		Semi-Monthly	2,779.82	2,978.38	3,375.49	3,574.05	**3,971.17**	4,020.81	4,070.45	4,120.09	4,169.73	4,229.30	4,288.86	
		Non-Shift Hourly	32.07	34.37	38.95	41.24	45.82	46.39	46.97	47.54	48.11	48.80	49.49	
		Non-Shift Overtime	48.11	51.56	58.43	61.86	68.73	69.59	70.46	71.31	72.17	73.20	74.24	
		Shift/Hourly	25.98	27.84	31.55	33.40	37.11	37.58	38.04	38.51	38.97	39.53	40.08	
		Shift/Overtime	38.97	41.75	47.32	50.10	55.67	56.37	57.06	57.76	58.45	59.29	60.12	
112.5%		Semi-Mo Def Comp	132.04	141.47	160.34	169.77	188.63	190.99	193.35	195.70	198.06	200.89	203.72	
CP7	Firefighter Paramedic Continuous 10+ Yrs		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 6 +1.25%	Step 6 +2.5%	Step 6 +3.75%	Step 6 +5.0%	Step 6 +6.5%	Step 6 +8%
		Annual	N/A	N/A	N/A	N/A	N/A	97,426.08	98,643.84	99,861.84	101,079.60	102,297.36	103,758.72	105,220.08
		Monthly	N/A	N/A	N/A	N/A	N/A	8,118.84	8,220.32	8,321.82	8,423.30	8,524.78	8,646.56	8,768.34
		Semi-Monthly	N/A	N/A	N/A	N/A	N/A	**4,059.42**	4,110.16	4,160.91	4,211.65	4,262.39	4,323.28	4,384.17
		Non-Shift Hourly	N/A	N/A	N/A	N/A	N/A	46.84	47.42	48.01	48.60	49.18	49.88	50.59
		Non-Shift Overtime	N/A	N/A	N/A	N/A	N/A	70.26	71.13	72.02	72.90	73.77	74.82	75.89
		Shift/Hourly	N/A	N/A	N/A	N/A	N/A	37.94	38.41	38.89	39.36	39.84	40.40	40.97
		Shift/Overtime	N/A	N/A	N/A	N/A	N/A	56.91	57.62	58.33	59.04	59.75	60.61	61.46
115%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	N/A	192.82	195.23	197.64	200.05	202.46	205.36	208.25
FP7	FF Fire Prevention (Non-Shift)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 5 +1.25%	Step 5 +2.5%	Step 5 +3.75%	Step 5 +5%	Step 5 +6.5%	Step 5 +8%	
FL7	Lieutenant (Shift)	Annual	N/A	N/A	N/A	N/A	97,426.08	98,643.84	99,861.84	101,079.60	102,297.36	103,758.72	105,220.08	
		Monthly	N/A	N/A	N/A	N/A	8,118.84	8,220.32	8,321.82	8,423.30	8,524.78	8,646.56	8,768.34	
		Semi-Monthly	N/A	N/A	N/A	N/A	**4,059.42**	4,110.16	4,160.91	4,211.65	4,262.39	4,323.28	4,384.17	
		Non-Shift Hourly	N/A	N/A	N/A	N/A	46.84	47.42	48.01	48.60	49.18	49.88	50.59	
		Non-Shift Overtime	N/A	N/A	N/A	N/A	70.26	71.13	72.02	72.90	73.77	74.82	75.89	
		Shift/Hourly	N/A	N/A	N/A	N/A	37.94	38.41	38.89	39.36	39.84	40.40	40.97	
		Shift/Overtime	N/A	N/A	N/A	N/A	56.91	57.62	58.33	59.04	59.75	60.61	61.46	
115%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	192.82	195.23	197.64	200.05	202.46	205.36	208.25	
LT7	Lieutenant Training		Step 1	Step 2	Step 3	Step 4	Step 5	Step 5 +1.25%	Step 5 +2.5%	Step 5 +3.75%	Step 5 +5%	Step 5 +6.5%	Step 5 +8%	
	(Non-Shift)	Annual	N/A	N/A	N/A	N/A	102,509.28	103,790.64	105,072.00	106,353.36	107,634.72	109,172.40	110,710.08	
		Monthly	N/A	N/A	N/A	N/A	8,542.44	8,649.22	8,756.00	8,862.78	8,969.56	9,097.70	9,225.84	
		Semi-Monthly	N/A	N/A	N/A	N/A	**4,271.22**	4,324.61	4,378.00	4,431.39	4,484.78	4,548.85	4,612.92	
		Non-Shift Hourly	N/A	N/A	N/A	N/A	49.28	49.90	50.52	51.13	51.75	52.49	53.23	
		Non-Shift Overtime	N/A	N/A	N/A	N/A	73.92	74.85	75.78	76.70	77.63	78.74	79.85	
		Shift/Hourly	N/A	N/A	N/A	N/A	39.92	40.42	40.92	41.41	41.91	42.51	43.11	
		Shift/Overtime	N/A	N/A	N/A	N/A	59.88	60.63	61.37	62.12	62.87	63.77	64.67	
121%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	202.88	205.42	207.96	210.49	213.03	216.07	219.11	
FC7	Fire Captain - Station (Shift)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 5 +1.25%	Step 5 +2.5%	Step 5 +3.75%	Step 5 +5%	Step 5 +6.5%	Step 5 +8%	
MC7	Medical Officer - Cpt (Shift)	Annual	N/A	N/A	N/A	N/A	105,050.64	106,363.68	107,676.96	108,990.00	110,303.28	111,878.88	113,454.72	
		Monthly	N/A	N/A	N/A	N/A	8,754.22	8,863.64	8,973.08	9,082.50	9,191.94	9,323.24	9,454.56	
		Semi-Monthly	N/A	N/A	N/A	N/A	**4,377.11**	4,431.82	4,486.54	4,541.25	4,595.97	4,661.62	4,727.28	
		Non-Shift Hourly	N/A	N/A	N/A	N/A	50.51	51.14	51.77	52.40	53.03	53.79	54.55	
		Non-Shift Overtime	N/A	N/A	N/A	N/A	75.77	76.71	77.66	78.60	79.55	80.69	81.83	
		Shift/Hourly	N/A	N/A	N/A	N/A	40.91	41.42	41.93	42.44	42.95	43.57	44.18	
		Shift/Overtime	N/A	N/A	N/A	N/A	61.36	62.13	62.90	63.66	64.43	65.35	66.27	
124%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	207.91	210.51	213.11	215.71	218.31	221.43	224.55	

APPENDIX A - IAFF SALARY SCHEDULE

Detail

Effective 1-1-17 to 12-31-17

2.00% General Wage Adjustment & 4.75% Deferred Comp

Schedule	Average Shift Hours/Year:	2,568	Shift Hours Per Week:	49.39										
FM7	Fire Marshal (Non-Shift)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 5 +1.25%	Step 5 +2.5%	Step 5 +3.75%	Step 5 +5%	Step 5 +6.5%	Step 5 +8%	
MO7	Medical Officer - Cpt (Non-Shift)	Annual	N/A	N/A	N/A	N/A	110,133.84	111,510.48	112,887.12	114,263.76	115,640.64	117,292.56	118,944.48	
		Monthly	N/A	N/A	N/A	N/A	9,177.82	9,292.54	9,407.26	9,521.98	9,636.72	9,774.38	9,912.04	
		Semi-Monthly	N/A	N/A	N/A	N/A	**4,588.91**	4,646.27	4,703.63	4,760.99	4,818.36	4,887.19	4,956.02	
		Non-Shift Hourly	N/A	N/A	N/A	N/A	52.95	53.61	54.27	54.93	55.60	56.39	57.18	
		Non-Shift Overtime	N/A	N/A	N/A	N/A	79.43	80.42	81.41	82.40	83.40	84.59	85.77	
		Shift/Hourly	N/A	N/A	N/A	N/A	42.89	43.42	43.96	44.50	45.03	45.67	46.32	
		Shift/Overtime	N/A	N/A	N/A	N/A	64.33	65.13	65.94	66.74	67.55	68.51	69.48	
130%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	217.97	220.70	223.42	226.15	228.87	232.14	235.41	
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 5 +1.25%	Step 5 +2.5%	Step 5 +3.75%	Step 5 +5%	Step 5 +6.5%	Step 5 +8%	
		Annual	N/A	N/A	N/A	N/A	112,675.44	114,084.00	115,492.32	116,900.88	118,309.20	119,999.28	121,689.36	
		Monthly	N/A	N/A	N/A	N/A	9,389.62	9,507.00	9,624.36	9,741.74	9,859.10	9,999.94	10,140.78	
		Semi-Monthly	N/A	N/A	N/A	N/A	**4,694.81**	4,753.50	4,812.18	4,870.87	4,929.55	4,999.97	5,070.39	
		Non-Shift Hourly	N/A	N/A	N/A	N/A	54.17	54.85	55.53	56.20	56.88	57.69	58.50	
		Non-Shift Overtime	N/A	N/A	N/A	N/A	81.26	82.28	83.30	84.30	85.32	86.54	87.75	
		Shift/Hourly	N/A	N/A	N/A	N/A	43.88	44.43	44.97	45.52	46.07	46.73	47.39	
		Shift/Overtime	N/A	N/A	N/A	N/A	65.82	66.64	67.46	68.28	69.11	70.09	71.08	
133%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	223.00	225.79	228.58	231.37	234.15	237.50	240.84	
BC7	Battalion Chief (Shift)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 5 +1.25%	Step 5 +2.5%	Step 5 +3.75%	Step 5 +5%	Step 5 +6.5%	Step 5 +8%	
		Annual	N/A	N/A	N/A	N/A	115,216.80	116,657.04	118,097.28	119,537.52	120,977.76	122,706.00	124,434.24	
		Monthly	N/A	N/A	N/A	N/A	9,601.40	9,721.42	9,841.44	9,961.46	10,081.48	10,225.50	10,369.52	
		Semi-Monthly	N/A	N/A	N/A	N/A	**4,800.70**	4,860.71	4,920.72	4,980.73	5,040.74	5,112.75	5,184.76	
		Non-Shift Hourly	N/A	N/A	N/A	N/A	55.39	56.09	56.78	57.47	58.16	58.99	59.82	
		Non-Shift Overtime	N/A	N/A	N/A	N/A	83.09	84.14	85.17	86.21	87.24	88.49	89.73	
		Shift/Hourly	N/A	N/A	N/A	N/A	44.87	45.43	45.99	46.55	47.11	47.78	48.46	
		Shift/Overtime	N/A	N/A	N/A	N/A	67.30	68.14	68.98	69.82	70.66	71.67	72.68	
136%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	228.03	230.88	233.73	236.58	239.44	242.86	246.28	
BN7	Battalion Chief - Training (Non-Shift)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 5 +1.25%	Step 5 +2.5%	Step 5 +3.75%	Step 5 +5%	Step 5 +6.5%	Step 5 +8%	
		Annual	N/A	N/A	N/A	N/A	120,300.00	121,803.84	123,307.44	124,811.28	126,315.12	128,119.44	129,924.00	
		Monthly	N/A	N/A	N/A	N/A	10,025.00	10,150.32	10,275.62	10,400.94	10,526.26	10,676.62	10,827.00	
		Semi-Monthly	N/A	N/A	N/A	N/A	**5,012.50**	5,075.16	5,137.81	5,200.47	5,263.13	5,338.31	5,413.50	
		Non-Shift Hourly	N/A	N/A	N/A	N/A	57.84	58.56	59.28	60.01	60.73	61.60	62.46	
		Non-Shift Overtime	N/A	N/A	N/A	N/A	86.76	87.84	88.92	90.02	91.10	92.40	93.69	
		Shift/Hourly	N/A	N/A	N/A	N/A	46.85	47.43	48.02	48.60	49.19	49.89	50.59	
		Shift/Overtime	N/A	N/A	N/A	N/A	70.27	71.15	72.03	72.90	73.78	74.84	75.89	
142%		Semi-Mo Def Comp	N/A	N/A	N/A	N/A	238.09	241.07	244.05	247.02	250.00	253.57	257.14	

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.