

**CITY OF ALAMEDA**  
**INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 689**  
**EFFECTIVE JANUARY 5, 2020**

CODE	CLASSIFICATION	ANNUAL								
		Academy STEP "25"	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
4520	Fire Captain						131,849	136,108	140,504	
4505	Fire Apparatus Operator						123,338			
4500	Firefighter	55,638	77,880	83,239	89,123	94,693	102,658	107,781	113,267	
<b>Holiday-in-Lieu Pay</b> (Supression only) (MOU Sec 16)										
	Fire Captain						6,591.13	6,804.04	7,023.80	
	Fire Apparatus Operator						6,165.67			
	Firefighter	2,781.34	3,893.22	4,161.12	4,455.26	4,733.70	5,131.87	5,387.97	5,662.22	
<b>Paramedic Program</b>	<b>Paramedic Assistant Differential</b> FOR ALL CLASSIFICATIONS AND STEPS (MOU Sec 25.11 (a))						4,530.68			
	<b>OR</b>									
	<b>Paramedic Differential</b> (MOU Sec 25.11 (b))									
		Fire Captain						16,481.00	17,014.00	17,563.00
		Fire Apparatus Operator						15,417.00		
	Firefighter		9,735.00	10,405.00	11,140.00	11,837.00	12,832.00	13,473.00	14,158.00	
<b>Nonsuppression Duty Assignment</b> (MOU Sec 12.1)										
	Fire Captain						23,074.00	23,819.00	24,588.00	
	Fire Apparatus Operator						21,584.00			
	Firefighter		13,629.00	14,567.00	15,597.00	16,571.00	17,965.00	18,862.00	19,822.00	
<b>Fire Investigation Assignment</b> (MOU Sec 25.12)										
	Fire Captain						6,592.45	6,805.40	7,025.20	
	Fire Apparatus Operator						6,166.90			
	Firefighter		3,894.00	4,161.95	4,456.15	4,734.65	5,132.90	5,389.05	5,663.35	
<b>Career Development Incentive Program</b> (MOU Sec 25.4) effective January 2013	<b>Basic - Level 1</b> 5 YEARS SERVICE (3%)									
		Fire Captain					3,955.47	4,083.24	4,215.12	
		Fire Apparatus Operator					3,700.14			
		Firefighter						3,233.43	3,398.01	
	<b>OR</b>									
	<b>Intermediate - Level 2</b> 10 YEARS SERVICE (3% plus 4%, compounded)									
		Fire Captain					9,387.65	9,690.89	10,003.88	
		Fire Apparatus Operator					8,781.67			
		Firefighter							8,064.61	
	<b>OR</b>									
<b>Advanced - Level 3</b> 15 YEARS SERVICE (3% plus 4%, plus 5%, compounded)										
	Fire Captain					16,449.48	16,980.83	17,529.27		
	Fire Apparatus Operator					15,387.65				
	Firefighter							14,131.19		
<b>Ambulance Differential</b> (while so assigned) (MOU Sec 25.5)										
<b>HOURLY</b>										
	Fire Captain									
	Fire Apparatus Operator					2.91725				
	Firefighter									