

**CITY OF ALAMEDA
ALAMEDA FIRE CHIEFS ASSOCIATION (AFCA)
Salary Schedule**

Effective February 22, 2026

CODE	CLASSIFICATION	ANNUAL				
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
4570	Deputy Chief	210,905	221,450	232,522	244,149	256,356
4550	Division Chief	200,861	210,904	221,449	232,522	244,148
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Retention Pay (MOU Sec 11.3)						
10 YEARS SERVICE (3%)						
	Deputy Chief	6,327.1415	6,643.4985	6,975.6735	7,324.4571	7,690.6800
	Division Chief	6,025.8349	6,327.1267	6,643.4830	6,975.6571	7,324.4400
AND						
15 YEARS SERVICE (Additional 4%)						
	Deputy Chief	8,689.2743	9,123.7380	9,579.9249	10,058.9211	10,561.8672
	Division Chief	8,275.4799	8,689.2539	9,123.7166	9,579.9025	10,058.8976
AND						
20 YEARS SERVICE (Additional 5%)						
	Deputy Chief	11,296.0566	11,860.8594	12,453.9024	13,076.5975	13,730.4274
	Division Chief	10,758.1239	11,296.0301	11,860.8316	12,453.8732	13,076.5669
Management Incentive Pay (MOU Sec 11.1)						
Incentive Level 1						
	Deputy Chief 10 Years of Service	9,232.3539	9,693.9716	10,178.6702	10,687.6037	11,221.9839
	Division Chief 10 Years of Service	8,792.6974	9,232.3323	9,693.9489	10,178.6464	10,687.5787
	Deputy Chief 15 Years of Service	9,601.6481	10,081.7305	10,585.8170	11,115.1079	11,670.8633
	Division Chief 15 Years of Service	9,144.4053	9,601.6256	10,081.7069	10,585.7922	11,115.0818
	Deputy Chief 20 Years of Service	10,081.7305	10,585.8170	11,115.1079	11,670.8633	12,254.4064
	Division Chief 20 Years of Service	9,601.6256	10,081.7069	10,585.7922	11,115.0818	11,670.8359
Incentive Level 2 or 3						
	Deputy Chief 10 Years of Service	10,861.5929	11,404.6725	11,974.9061	12,573.6514	13,202.3340
	Division Chief 10 Years of Service	10,344.3499	10,861.5674	11,404.6458	11,974.8781	12,573.6220
	Deputy Chief 15 Years of Service	11,296.0566	11,860.8594	12,453.9024	13,076.5975	13,730.4274
	Division Chief 15 Years of Service	10,758.1239	11,296.0301	11,860.8316	12,453.8732	13,076.5669
	Deputy Chief 20 Years of Service	11,860.8594	12,453.9024	13,076.5975	13,730.4274	14,416.9487
	Division Chief 20 Years of Service	11,296.0301	11,860.8316	12,453.8732	13,076.5669	13,730.3952
Paramedic Assistant Differential FOR ALL STEPS (MOU Sec 26.3)						
				5,445.04		