

CITY OF ALAMEDA
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 689
Effective February 22, 2026

CODE	CLASSIFICATION	ANNUAL						
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
4530	Battalion Chief			179,952	188,950	198,397	208,317	218,733
4520	Fire Captain					158,459	163,577	168,859
4505	Fire Apparatus Operator					148,229		
4500	Firefighter	93,598	100,038	107,108	113,804	123,376	129,533	136,126
Holiday-in-Lieu Pay (Suppression only) (MOU Sec 16)								
	Battalion Chief			12,452.70	13,075.34	13,729.10	14,415.56	15,136.34
	Fire Captain					10,965.34	11,319.49	11,685.03
	Fire Apparatus Operator					10,257.47		
	Firefighter	6,477.00	6,922.64	7,411.89	7,875.24	8,537.60	8,963.71	9,419.92
Paramedic Program	Paramedic Assistant Differential FOR ALL CLASSIFICATIONS AND STEPS (MOU Sec 25.11 (a))				5,445.04			
	OR							
	Paramedic Differential (MOU Sec 25.11 (b))							
	Fire Captain					19,807.00	20,447.00	21,107.00
	Fire Apparatus Operator					18,529.00		
	Firefighter	11,700.00	12,505.00	13,389.00	14,225.00	15,422.00	16,192.00	17,016.00
Non-Suppression Office Assignment (MOU Sec 12.7)								
	Fire Captain					27,730.00	28,626.00	29,550.00
	Fire Apparatus Operator					25,940.00		
	Firefighter	16,380.00	17,507.00	18,744.00	19,916.00	21,591.00	22,668.00	23,822.00
Career Development Incentive Program (MOU Sec 25.4) effective December 2024	Basic - Level 1 (4%)							
	Battalion Chief			7,198.09	7,558.00	7,935.90	8,332.69	8,749.33
	Fire Captain					6,338.35	6,543.06	6,754.35
	Fire Apparatus Operator					5,929.18		
	Firefighter	3,743.93	4,001.53	4,284.33	4,552.16	4,935.03	5,181.33	5,445.04
	OR							
	Intermediate - Level 2 (4% plus 5%, compounded)							
	Battalion Chief			16,555.62	17,383.40	18,252.57	19,165.19	20,123.46
	Fire Captain					14,578.20	15,049.04	15,535.01
	Fire Apparatus Operator					13,637.11		
	Firefighter	8,611.04	9,203.51	9,853.95	10,469.97	11,350.57	11,917.06	12,523.59
	OR							
	Advanced - Level 3 (4%, plus 5%, plus 5%, compounded)							
	Battalion Chief			26,381.02	27,700.07	29,085.07	30,539.32	32,066.29
	Fire Captain					23,230.04	23,980.32	24,754.70
Fire Apparatus Operator					21,730.44			
Firefighter	13,721.51	14,665.59	15,702.06	16,683.67	18,086.89	18,989.58	19,956.07	
Longevity (MOU Sec 11.8) effective February 2026	10 Years Service (2%)							
	Battalion Chief			3,599.05	3,779.00	3,967.95	4,166.35	4,374.66
	Fire Captain					3,169.17	3,271.53	3,377.18
	Fire Apparatus Operator					2,964.59		
	Firefighter	1,871.97	2,000.76	2,142.16	2,276.08	2,467.51	2,590.67	2,722.52
	OR							
	15 Years Service (3%)							
	Battalion Chief			5,398.57	5,668.50	5,951.92	6,249.52	6,562.00
	Fire Captain					4,753.76	4,907.30	5,065.76
	Fire Apparatus Operator					4,446.88		
	Firefighter	2,807.95	3,001.14	3,213.25	3,414.12	3,701.27	3,886.00	4,083.78
	OR							
	20 Years Service (4%)							
	Battalion Chief			7,198.09	7,558.00	7,935.90	8,332.69	8,749.33
	Fire Captain					6,338.35	6,543.06	6,754.35
Fire Apparatus Operator					5,929.18			
Firefighter	3,743.93	4,001.53	4,284.33	4,552.16	4,935.03	5,181.33	5,445.04	
CARE Team Differential		HOURLY						
FOR ALL CLASSIFICATIONS AND STEPS While so assigned (MOU Sec 25.14)		4.44092						
Ambulance Differential		HOURLY						
FOR ALL CLASSIFICATIONS AND STEPS While so assigned (MOU Sec 25.5)		3.50599						