

CITY OF ALAMEDA
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 689
EFFECTIVE JANUARY 1, 2023

CODE	CLASSIFICATION	ANNUAL								
		Academy STEP "25"	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
4520	Fire Captain						137,176	141,607	146,180	
4505	Fire Apparatus Operator						128,321			
4500	Firefighter	57,886	81,027	86,602	92,723	98,519	106,805	112,136	117,843	
Holiday-in-Lieu Pay (Supression only) (MOU Sec 16)										
	Fire Captain						6,857.43	7,078.93	7,307.54	
	Fire Apparatus Operator						6,414.77			
	Firefighter	2,893.72	4,050.54	4,329.23	4,635.22	4,924.97	5,339.18	5,605.68	5,890.97	
Paramedic Program	Paramedic Assistant Differential FOR ALL CLASSIFICATIONS AND STEPS (MOU Sec 25.11 (a))						4,713.72			
	OR									
	Paramedic Differential (MOU Sec 25.11 (b))									
		Fire Captain						17,147.00	17,701.00	18,273.00
	Fire Apparatus Operator						16,040.00			
	Firefighter	10,128.00	10,825.00	11,590.00	12,315.00	13,351.00	14,017.00	14,730.00		
Nonsuppression Duty Assignment (MOU Sec 12.1)										
	Fire Captain						24,006.00	24,781.00	25,582.00	
	Fire Apparatus Operator						22,456.00			
	Firefighter	14,180.00	15,155.00	16,227.00	17,241.00	18,691.00	19,624.00	20,623.00		
Career Development Incentive Program (MOU Sec 25.4) effective January 2013	Basic - Level 1 5 YEARS SERVICE (3%)									
		Fire Captain					4,115.28	4,248.21	4,385.40	
		Fire Apparatus Operator					3,849.63			
		Firefighter						3,364.08	3,535.29	
	OR									
	Intermediate - Level 2 10 YEARS SERVICE (3% plus 4%, compounded)									
		Fire Captain					9,766.93	10,082.42	10,408.02	
		Fire Apparatus Operator					9,136.46			
		Firefighter							8,390.42	
	OR									
Advanced - Level 3 15 YEARS SERVICE (3% plus 4%, plus 5%, compounded)										
	Fire Captain					17,114.08	17,666.89	18,237.42		
	Fire Apparatus Operator					16,009.33				
	Firefighter							14,702.09		
Ambulance Differential (while so assigned) (MOU Sec 25.5)		HOURLY								
	Fire Captain									
	Fire Apparatus Operator						3.03510			
	Firefighter									