



International Association of Fire Fighters (IAFF) Pay Scale - Effective 7/1/2016

*Reflects 3.5% pay increase over July 1, 2015 for all classifications

Grade		1	2	3	4	5	6	
303 (40 hour)	Hourly	\$31.59	\$33.10	\$34.79	\$36.57	\$38.37	\$40.34	Deputy Fire Marshal (DFM) 1
	Biweekly	\$2,527.20	\$2,648.00	\$2,783.20	\$2,925.60	\$3,069.60	\$3,227.20	
	Annual	\$65,707.20	\$68,848.00	\$72,363.20	\$76,065.60	\$79,809.60	\$83,907.20	
306 (40 hour)	Hourly	\$35.72	\$37.47	\$39.38	\$41.33	\$43.48	\$45.65	DFM 2 EMS Program Officer
	Biweekly	\$2,857.60	\$2,997.60	\$3,150.40	\$3,306.40	\$3,478.40	\$3,652.00	
	Annual	\$74,297.60	\$77,937.60	\$81,910.40	\$85,966.40	\$90,438.40	\$94,952.00	
308 (40 hour)	Hourly	\$37.47	\$39.38	\$41.33	\$43.48	\$45.65	\$47.96	Training Officer/ Training Captain
	Biweekly	\$2,997.60	\$3,150.40	\$3,306.40	\$3,478.40	\$3,652.00	\$3,836.80	
	Annual	\$77,937.60	\$81,910.40	\$85,966.40	\$90,438.40	\$94,952.00	\$99,756.80	
310 (53 hour)	Hourly	\$20.79	\$21.82	\$23.43	\$25.08	\$26.56	\$28.40	Firefighter (shift)
	Biweekly	\$2,199.58	\$2,308.56	\$2,478.89	\$2,653.46	\$2,810.05	\$3,004.72	
	Annual	\$57,189.13	\$60,022.46	\$64,451.24	\$68,990.06	\$73,061.25	\$78,122.72	
320 (40 hour)	Hourly	\$27.50	\$28.87	\$30.99	\$33.17	\$35.11	\$37.56	Firefighter
	Biweekly	\$2,200.00	\$2,309.60	\$2,479.20	\$2,653.60	\$2,808.80	\$3,004.80	
	Annual	\$57,200.00	\$60,049.60	\$64,459.20	\$68,993.60	\$73,028.80	\$78,124.80	
311 (53 hour)	Hourly	\$23.59	\$24.75	\$25.97	\$27.29	\$28.67	\$30.11	Fire Engineer (shift)
	Biweekly	\$2,495.82	\$2,618.55	\$2,747.63	\$2,887.28	\$3,033.29	\$3,185.64	
	Annual	\$64,891.37	\$68,082.30	\$71,438.28	\$75,069.33	\$78,865.44	\$82,826.59	
321 (40 hour)	Hourly	\$31.19	\$32.73	\$34.34	\$36.09	\$37.90	\$39.84	Fire Engineer
	Biweekly	\$2,495.20	\$2,618.40	\$2,747.20	\$2,887.20	\$3,032.00	\$3,187.20	
	Annual	\$64,875.20	\$68,078.40	\$71,427.20	\$75,067.20	\$78,832.00	\$82,867.20	
318 (53 hour)	Hourly	\$26.51	\$27.80	\$29.20	\$30.67	\$32.25	\$33.85	Fire Captain (shift)
	Biweekly	\$2,804.76	\$2,941.24	\$3,089.36	\$3,244.89	\$3,412.05	\$3,581.33	
	Annual	\$72,923.71	\$76,472.24	\$80,323.36	\$84,367.04	\$88,713.30	\$93,114.58	
328 (40 hour)	Hourly	\$35.02	\$36.76	\$38.64	\$40.56	\$42.65	\$44.75	Fire Captain
	Biweekly	\$2,801.60	\$2,940.80	\$3,091.20	\$3,244.80	\$3,412.00	\$3,580.00	
	Annual	\$72,841.60	\$76,460.80	\$80,371.20	\$84,364.80	\$88,712.00	\$93,080.00	

*40 hour annual rate based on 2080 hours
*53 hour annual rate based on 2750.8 hours