



International Association of Fire Fighters (IAFF)

Pay Scale - Effective 7/1/2023 - 6/30/2024

July 1, 2023 - June 30, 2024 - 40 Hour Positions

3% COLA effective 7/1/2023 for 40 hour positions outlined below.

Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Emergency Equipment Tech 1	Annual	\$70,928.00	\$74,360.00	\$79,872.00	\$85,467.20	\$90,604.80	\$96,824.00
	Monthly	\$5,910.67	\$6,196.67	\$6,656.00	\$7,122.27	\$7,550.40	\$8,068.67
	Bi-Weekly	\$2,728.00	\$2,860.00	\$3,072.00	\$3,287.20	\$3,484.80	\$3,724.00
	Hourly	\$34.10	\$35.75	\$38.40	\$41.09	\$43.56	\$46.55
Emergency Equipment Tech 2	Annual	\$84,198.40	\$88,483.20	\$92,788.80	\$97,614.40	\$102,460.80	\$107,702.40
	Monthly	\$7,016.53	\$7,373.60	\$7,732.40	\$8,134.53	\$8,538.40	\$8,975.20
	Bi-Weekly	\$3,238.40	\$3,403.20	\$3,568.80	\$3,754.40	\$3,940.80	\$4,142.40
	Hourly	\$40.48	\$42.54	\$44.61	\$46.93	\$49.26	\$51.78
EMS Training Instructor	Annual	\$74,360.00	\$78,083.20	\$83,761.60	\$89,731.20	\$94,952.00	\$101,566.40
	Monthly	\$6,196.67	\$6,506.93	\$6,980.13	\$7,477.60	\$7,912.67	\$8,463.87
	Bi-Weekly	\$2,860.00	\$3,003.20	\$3,221.60	\$3,451.20	\$3,652.00	\$3,906.40
	Hourly	\$35.75	\$37.54	\$40.27	\$43.14	\$45.65	\$48.83
EMS Training Coordinator	Annual	\$90,292.80	\$94,744.00	\$99,528.00	\$104,478.40	\$109,928.00	\$115,440.00
	Monthly	\$7,524.40	\$7,895.33	\$8,294.00	\$8,706.53	\$9,160.67	\$9,620.00
	Bi-Weekly	\$3,472.80	\$3,644.00	\$3,828.00	\$4,018.40	\$4,228.00	\$4,440.00
	Hourly	\$43.41	\$45.55	\$47.85	\$50.23	\$52.85	\$55.50
Fire Instructor	Annual	\$84,198.40	\$88,483.20	\$92,788.80	\$97,614.40	\$102,460.80	\$107,702.40
	Monthly	\$7,016.53	\$7,373.60	\$7,732.40	\$8,134.53	\$8,538.40	\$8,975.20
	Bi-Weekly	\$3,238.40	\$3,403.20	\$3,568.80	\$3,754.40	\$3,940.80	\$4,142.40
	Hourly	\$40.48	\$42.54	\$44.61	\$46.93	\$49.26	\$51.78
Fire Marshal 1, Deputy	Annual	\$79,872.00	\$83,657.60	\$87,963.20	\$92,497.60	\$97,011.20	\$102,003.20
	Monthly	\$6,656.00	\$6,971.47	\$7,330.27	\$7,708.13	\$8,084.27	\$8,500.27
	Bi-Weekly	\$3,072.00	\$3,217.60	\$3,383.20	\$3,557.60	\$3,731.20	\$3,923.20
	Hourly	\$38.40	\$40.22	\$42.29	\$44.47	\$46.64	\$49.04
Fire Marshal 2, Deputy	Annual	\$90,292.80	\$94,744.00	\$99,528.00	\$104,478.40	\$109,928.00	\$115,440.00
	Monthly	\$7,524.40	\$7,895.33	\$8,294.00	\$8,706.53	\$9,160.67	\$9,620.00
	Bi-Weekly	\$3,472.80	\$3,644.00	\$3,828.00	\$4,018.40	\$4,228.00	\$4,440.00
	Hourly	\$43.41	\$45.55	\$47.85	\$50.23	\$52.85	\$55.50
Fire Training Captain	Annual	\$94,744.00	\$99,528.00	\$104,478.40	\$109,928.00	\$115,440.00	\$121,284.80
	Monthly	\$7,895.33	\$8,294.00	\$8,706.53	\$9,160.67	\$9,620.00	\$10,107.07
	Bi-Weekly	\$3,644.00	\$3,828.00	\$4,018.40	\$4,228.00	\$4,440.00	\$4,664.80
	Hourly	\$45.55	\$47.85	\$50.23	\$52.85	\$55.50	\$58.31
Life Safety Inspector	Annual	\$72,363.20	\$75,982.04	\$79,788.80	\$83,782.40	\$87,984.00	\$92,372.80
	Monthly	\$6,030.27	\$6,331.87	\$6,649.07	\$6,981.83	\$7,332.00	\$7,697.73
	Bi-Weekly	\$2,783.20	\$2,922.40	\$3,068.80	\$3,222.40	\$3,384.00	\$3,552.80
	Hourly	\$34.79	\$36.53	\$38.36	\$40.28	\$42.30	\$44.41

Annual rate is hourly rate multiplied by 2080 - the approximate annual number of hours worked for a full-time employee.
 Monthly rate is the annual rate divided by 12 since there are 12 months in a year.
 Bi-weekly rate is the annual rate divided by 26 since there are approximately 52 weeks in a year.



January 1, 2024 - June 30, 2024
Firefighters, Engineers, & Captains (40-hr & Shift)
 Adding two additional Kelly Days.

Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Fire Captain (24 Hr Shift)	Annual	\$89,771.14	\$94,259.69	\$99,095.58	\$104,011.62	\$109,381.85	\$114,752.09
	Monthly	\$7,480.93	\$7,854.97	\$8,257.96	\$8,667.63	\$9,115.15	\$9,562.67
	Bi-Weekly	\$3,452.74	\$3,625.37	\$3,811.37	\$4,000.45	\$4,206.99	\$4,413.54
	Hourly	\$33.60	\$35.28	\$37.09	\$38.93	\$40.94	\$42.95
Fire Captain (40 Hr)	Annual	\$89,814.40	\$94,286.40	\$99,132.80	\$104,041.60	\$109,428.80	\$114,795.20
	Monthly	\$7,484.53	\$7,857.20	\$8,261.07	\$8,670.13	\$9,119.07	\$9,566.27
	Bi-Weekly	\$3,454.40	\$3,626.40	\$3,812.80	\$4,001.60	\$4,208.80	\$4,415.20
	Hourly	\$43.18	\$45.33	\$47.66	\$50.02	\$52.61	\$55.19
Fire Engineer (24 Hr Shift)	Annual	\$77,133.71	\$80,927.61	\$84,908.53	\$89,210.07	\$93,725.34	\$98,534.51
	Monthly	\$6,427.81	\$6,743.97	\$7,075.71	\$7,434.17	\$7,810.45	\$8,211.21
	Bi-Weekly	\$2,966.68	\$3,112.60	\$3,265.71	\$3,431.16	\$3,604.82	\$3,789.79
	Hourly	\$28.87	\$30.29	\$31.78	\$33.39	\$35.08	\$36.88
Fire Engineer (40 Hr)	Annual	\$77,168.00	\$80,953.60	\$84,947.20	\$89,232.00	\$93,766.40	\$98,571.20
	Monthly	\$6,430.67	\$6,746.13	\$7,078.93	\$7,436.00	\$7,813.87	\$8,214.27
	Bi-Weekly	\$2,968.00	\$3,113.60	\$3,267.20	\$3,432.00	\$3,606.40	\$3,791.20
	Hourly	\$37.10	\$38.92	\$40.84	\$42.90	\$45.08	\$47.39
Firefighter (24 Hr Shift)	Annual	\$68,023.01	\$71,389.43	\$76,626.08	\$82,049.75	\$86,805.48	\$92,870.38
	Monthly	\$5,668.58	\$5,949.12	\$6,385.51	\$6,837.48	\$7,233.79	\$7,739.20
	Bi-Weekly	\$2,616.27	\$2,745.75	\$2,947.16	\$3,155.76	\$3,338.67	\$3,571.94
	Hourly	\$25.46	\$26.72	\$28.68	\$30.71	\$32.49	\$34.76
Firefighter (40 Hr)	Annual	\$68,036.80	\$71,406.40	\$76,668.80	\$82,076.80	\$86,840.00	\$92,913.60
	Monthly	\$5,669.73	\$5,950.53	\$6,389.07	\$6,839.73	\$7,236.67	\$7,742.80
	Bi-Weekly	\$2,616.80	\$2,746.40	\$2,948.80	\$3,156.80	\$3,340.00	\$3,573.60
	Hourly	\$32.71	\$34.33	\$36.86	\$39.46	\$41.75	\$44.67

Annual rates are based on the hourly rate multiplied by the approximate annual number of hours worked for a full-time employee.
 - For 40-hour employees this is 2080 hours. For 24-hour employees, this is 2671.76 hours.
 Monthly rate is the annual rate divided by 12 since there are 12 months in a year.
 Bi-weekly rate is the annual rate divided by 26 since there are approximately 52 weeks in a year.
 The shift rate for Firefighters, Engineers and Captains is the 40 hour rate divided by the conversion factor of 1.285.