

IAFF APPENDIX A

2023 - 2025

ARTICLE 23 – Firefighter Pay Steps (based on top-step firefighter ((TSFF))

Hourly Wage Rates – IAFF Local #1433 Employees

Effective 1/5/2025 (3.5% increase)			
(24 day work period)			
		FF Rate	FF/PM Rate
Recruit School: 0-16 weeks	80%	34.09	38.86
Step 1 FF: 17 weeks -12 months	85%	36.22	41.29
Step 2 FF: 13-24 months	90%	38.35	43.72
Step 3 FF: 25-36 months	95%	40.48	46.15
Step 4 FF: 37+ months	100%	42.61	48.58
Lieutenant	112%	47.72	50.59
Captain	120%	51.13	54.20
Battalion Chief	135%	57.52	

Wage Scale Notes

FF/PM= Firefighter/Paramedic, FF = Firefighter

FF/PM is 12% above FF in same step

FF/PM Officer is 6% above FF Officer

Effective 1st full pay period, January 9, 2023, the base hourly wage rate for top-step firefighter under this agreement shall increase by seven point five percent (7.5%).

Effective 1st full pay period of 2024, the base hourly wage rate for top-step firefighter under this agreement shall increase by six point five percent (6.5%).

Effective 1st full pay period 2025, the base hourly wage rate for top-step firefighter under this Agreement shall increase by 100% CPI-U, b/c western cities (June – June) with a minimum 3.5% - maximum 6%. Paramedic pay increase by 2% to 14% above TSFF.

ARTICLE 45 – 40-hour/week Uniformed Fire Personnel:
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Current base hourly rate X 2,555 hours / 2,080 + 7.5% day shift differential.

ARTICLE 23.3 - Continuous Service Pay	
Percentage of increase calculated on individual base hourly rate:	Years of Service:
3%	At 10 Years
4%	At 15 Years
5%	At 20 Years
6%	At 25 Years
7%	At 30 Years