



Eugene Springfield Fire - IAFF - Salary Schedule Effective 01/11/2026

Job Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
EMT-Single Role *	Annual	\$42,224.00	\$44,803.20	\$47,444.80	\$50,294.40	\$53,331.20	\$56,492.80
	Monthly	\$3,518.67	\$3,733.60	\$3,953.73	\$4,191.20	\$4,444.27	\$4,707.73
	Bi-Weekly	\$1,624.00	\$1,723.20	\$1,824.80	\$1,934.40	\$2,051.20	\$2,172.80
	Hourly	\$20.30	\$21.54	\$22.81	\$24.18	\$25.64	\$27.16
Paramedic - Single Role *	Annual	\$53,227.20	\$56,409.60	\$59,820.80	\$63,398.40	\$67,225.60	\$71,281.60
	Monthly	\$4,435.60	\$4,700.80	\$4,985.07	\$5,283.20	\$5,602.13	\$5,940.13
	Bi-Weekly	\$2,047.20	\$2,169.60	\$2,300.80	\$2,438.40	\$2,585.60	\$2,741.60
	Hourly	\$25.59	\$27.12	\$28.76	\$30.48	\$32.32	\$34.27
EMS Shift Coordinator *	Annual	\$96,553.60					
	Monthly	\$8,046.13					
	Bi-Weekly	\$3,713.60					
	Hourly	\$46.42					
EMS Training Instructor	Annual	\$80,433.60	\$84,448.00	\$90,604.80	\$97,052.80	\$102,710.40	\$109,844.80
	Monthly	\$6,702.80	\$7,037.33	\$7,550.40	\$8,087.73	\$8,559.20	\$9,153.73
	Bi-Weekly	\$3,093.60	\$3,248.00	\$3,484.80	\$3,732.80	\$3,950.40	\$4,224.80
	Hourly	\$38.67	\$40.60	\$43.56	\$46.66	\$49.38	\$52.81
EMS Training Coordinator	Annual	\$97,676.80	\$102,460.80	\$107,640.00	\$113,006.40	\$118,892.80	\$124,862.40
	Monthly	\$8,139.73	\$8,538.40	\$8,970.00	\$9,417.20	\$9,907.73	\$10,405.20
	Bi-Weekly	\$3,756.80	\$3,940.80	\$4,140.00	\$4,346.40	\$4,572.80	\$4,802.40
	Hourly	\$46.96	\$49.26	\$51.75	\$54.33	\$57.16	\$60.03
EMS CQI Coordinator	Annual	\$131,185.60					
	Monthly	\$10,932.13					
	Bi-Weekly	\$5,045.60					



Eugene Springfield Fire - IAFF - Salary Schedule Effective 01/11/2026

Job Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	Hourly	\$63.07					
EMS Program Coordinator	Annual	\$131,185.60					
	Monthly	\$10,932.13					
	Bi-Weekly	\$5,045.60					
	Hourly	\$63.07					
Emergency Equipment Tech 1	Annual	\$76,710.40	\$80,433.60	\$86,403.20	\$92,435.20	\$97,988.80	\$104,728.00
	Monthly	\$6,392.53	\$6,702.80	\$7,200.27	\$7,702.93	\$8,165.73	\$8,727.33
	Bi-Weekly	\$2,950.40	\$3,093.60	\$3,323.20	\$3,555.20	\$3,768.80	\$4,028.00
	Hourly	\$36.88	\$38.67	\$41.54	\$44.44	\$47.11	\$50.35
Emergency Equipment Tech 2	Annual	\$91,062.40	\$95,700.80	\$100,360.00	\$105,580.80	\$110,822.40	\$116,480.00
	Monthly	\$7,588.53	\$7,975.07	\$8,363.33	\$8,798.40	\$9,235.20	\$9,706.67
	Bi-Weekly	\$3,502.40	\$3,680.80	\$3,860.00	\$4,060.80	\$4,262.40	\$4,480.00
	Hourly	\$43.78	\$46.01	\$48.25	\$50.76	\$53.28	\$56.00
Life Safety Inspector (40 Hr)	Annual	\$78,270.40	\$82,180.80	\$86,299.20	\$90,625.60	\$95,160.00	\$99,923.20
	Monthly	\$6,522.53	\$6,848.40	\$7,191.60	\$7,552.13	\$7,930.00	\$8,326.93
	Bi-Weekly	\$3,010.40	\$3,160.80	\$3,319.20	\$3,485.60	\$3,660.00	\$3,843.20
	Hourly	\$37.63	\$39.51	\$41.49	\$43.57	\$45.75	\$48.04
Fire Marshal 1, Deputy	Annual	\$86,403.20	\$90,480.00	\$95,139.20	\$100,048.00	\$104,936.00	\$110,323.20
	Monthly	\$7,200.27	\$7,540.00	\$7,928.27	\$8,337.33	\$8,744.67	\$9,193.60
	Bi-Weekly	\$3,323.20	\$3,480.00	\$3,659.20	\$3,848.00	\$4,036.00	\$4,243.20
	Hourly	\$41.54	\$43.50	\$45.74	\$48.10	\$50.45	\$53.04
Fire Marshal 2, Deputy	Annual	\$97,676.80	\$102,460.80	\$107,640.00	\$113,006.40	\$118,892.80	\$124,862.40
	Monthly	\$8,139.73	\$8,538.40	\$8,970.00	\$9,417.20	\$9,907.73	\$10,405.20



Eugene Springfield Fire - IAFF - Salary Schedule Effective 01/11/2026

Job Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	Bi-Weekly	\$3,756.80	\$3,940.80	\$4,140.00	\$4,346.40	\$4,572.80	\$4,802.40
	Hourly	\$46.96	\$49.26	\$51.75	\$54.33	\$57.16	\$60.03
Firefighter Apprentice (Shift)	Annual	\$53,713.92	\$56,384.64	\$66,343.68	\$88,782.72		
	Monthly	\$4,476.16	\$4,698.72	\$5,528.64	\$7,398.56		
	Bi-Weekly	\$2,065.92	\$2,168.64	\$2,551.68	\$3,414.72		
	Hourly	\$21.52	\$22.59	\$26.58	\$35.57		
Firefighter Apprentice (40 hr)	Annual	\$53,726.40	\$56,368.00	\$66,331.20	\$88,774.40		
	Monthly	\$4,477.20	\$4,697.33	\$5,527.60	\$7,397.87		
	Bi-Weekly	\$2,066.40	\$2,168.00	\$2,551.20	\$3,414.40		
	Hourly	\$25.83	\$27.10	\$31.89	\$42.68		
Firefighter (24 hr Shift)	Annual	\$73,582.08	\$77,226.24	\$82,917.12	\$88,782.72	\$93,924.48	\$100,513.92
	Monthly	\$6,131.84	\$6,435.52	\$6,909.76	\$7,398.56	\$7,827.04	\$8,376.16
	Bi-Weekly	\$2,830.08	\$2,970.24	\$3,189.12	\$3,414.72	\$3,612.48	\$3,865.92
	Hourly	\$29.48	\$30.94	\$33.22	\$35.57	\$37.63	\$40.27
Firefighter (40 hr)	Annual	\$73,590.40	\$77,230.40	\$82,908.80	\$88,774.40	\$93,932.80	\$100,505.60
	Monthly	\$6,132.53	\$6,435.87	\$6,909.07	\$7,397.87	\$7,827.73	\$8,375.47
	Bi-Weekly	\$2,830.40	\$2,970.40	\$3,188.80	\$3,414.40	\$3,612.80	\$3,865.60
	Hourly	\$35.38	\$37.13	\$39.86	\$42.68	\$45.16	\$48.32
Fire Engineer (24 hr Shift)	Annual	\$106,629.12					
	Monthly	\$8,885.76					
	Bi-Weekly	\$4,101.12					
	Hourly	\$42.72					
Fire Engineer (40 hr)	Annual	\$106,620.80					



Eugene Springfield Fire - IAFF - Salary Schedule Effective 01/11/2026

Job Title		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
	Monthly	\$8,885.07					
	Bi-Weekly	\$4,100.80					
	Hourly	\$51.26					
Fire Captain (24 hr Shift)	Annual	\$124,176.00					
	Monthly	\$10,348.00					
	Bi-Weekly	\$4,776.00					
	Hourly	\$49.75					
Fire Captain (40 hr)	Annual	\$124,176.00					
	Monthly	\$10,348.00					
	Bi-Weekly	\$4,776.00					
	Hourly	\$59.70					
Fire Training Officer	Annual	\$131,185.60					
	Monthly	\$10,932.13					
	Bi-Weekly	\$5,045.60					
	Hourly	\$63.07					
Fire Training Officer	Annual	\$131,185.60					
	Monthly	\$10,932.13					
	Bi-Weekly	\$5,045.60					
	Hourly	\$63.07					

* Single role & Shift Coord annual/monthly rates reflect a 40 hour work week and do not reflect additional hours included with the single role & Shift Coord schedules, which will also include some hours paid as overtime due to FLSA requirements and the nature of the shift schedule

Salaries are paid bi-weekly. Monthly salaries shows are for comparison purposes only.



Eugene Springfield Fire - IAFF - Salary Schedule Effective 01/11/2026

Job Title	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
-----------	---------------	---------------	---------------	---------------	---------------	---------------

The shift rate for Firefighters, Engineers and Captains is the 40 hour rate divided by the conversion factor of 1.2.

For 40 hour employees this is 2,080 hours. For 24 hour shift employees, this is 2,496 hours. The Monthly rate is the annual rate divided by 12 since there are 12 months in a year