



Eugene Springfield Fire - IAFF - Salary Schedule Effective 07/01/2025

Job Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Firefighter Apprentice (Shift)	Annual	\$53,702.38	\$56,347.42	\$66,313.08	\$88,729.15		
	Monthly	\$4,475.20	\$4,695.62	\$5,526.09	\$7,394.10		
	Bi-Weekly	\$2,065.48	\$2,167.21	\$2,550.50	\$3,412.66		
	Hourly	\$20.10	\$21.09	\$24.82	\$33.21		
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		
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
Firefighter (24 hr Shift)	Annual	\$73,553.55	\$77,187.15	\$82,878.00	\$88,729.15	\$93,885.65	\$100,458.18
	Monthly	\$6,129.46	\$6,432.26	\$6,906.50	\$7,394.10	\$7,823.80	\$8,371.51
	Bi-Weekly	\$2,828.98	\$2,968.74	\$3,187.62	\$3,412.66	\$3,610.99	\$3,863.78
	Hourly	\$27.53	\$28.89	\$31.02	\$33.21	\$35.14	\$37.60
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



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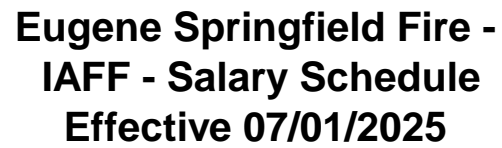
Job Title		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Emergency Equipment Tech 1	Annual	\$76,710.40	\$80,433.60	\$86,403.20	\$92,435.20	\$97,988.80	\$104,728.00
	Monthly	\$6,392.53	\$6,702.80	\$7,200.27	\$7,702.93	\$8,165.73	\$8,727.33
	Bi-Weekly	\$2,950.40	\$3,093.60	\$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
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
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
EMS Training Coordinator 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
	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 Shift Coordinator *	Annual	\$96,553.60					
	Monthly	\$8,046.13					
	Bi-Weekly	\$3,713.60					



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	Hourly	\$46.42					
Fire Engineer (24 hr Shift)	Annual	\$106,576.51					
	Monthly	\$8,881.38					
	Bi-Weekly	\$4,099.10					
	Hourly	\$39.89					
Fire Engineer (40 hr)	Annual	\$106,620.80					
	Monthly	\$8,885.07					
	Bi-Weekly	\$4,100.80					
	Hourly	\$51.26					
Fire Captain (24 hr Shift)	Annual	\$124,129.97					
	Monthly	\$10,344.16					
	Bi-Weekly	\$4,774.23					
	Hourly	\$46.46					
Fire Captain (40 hr)	Annual	\$106,620.80					
	Monthly	\$8,885.07					
	Bi-Weekly	\$4,100.80					
	Hourly	\$51.26					
Fire Training Officer Fire Training Captain EMS CQI Coordinator EMS Pprogram Coordinator	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



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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.						
The shift rate for Firefighters, Engineers and Captains is the 40 hour rate divided by the conversion factor of 1.285.						
Annual rates are based on the hourly rate multiplied by the approximate annual number of hours worked for a full-time employee.						