



## International Association of Fire Fighters (IAFF) Pay Scale - Effective 7/1/2018

\*Reflects 2.5% pay increase over July 1, 2017 for all classifications

Grade		1	2	3	4	5	6	
<b>303</b> (40 hour)	Hourly	\$33.35	\$34.94	\$36.73	\$38.61	\$40.51	\$42.59	Deputy Fire Marshal (DFM) 1
	Biweekly	\$2,668.28	\$2,795.38	\$2,938.06	\$3,088.94	\$3,240.64	\$3,407.10	
	Annual	\$69,375.28	\$72,679.88	\$76,389.56	\$80,312.44	\$84,256.64	\$88,584.60	
<b>306</b> (40 hour)	Hourly	\$37.71	\$39.55	\$41.57	\$43.63	\$45.90	\$48.20	DFM 2 EMS Program Officer
	Biweekly	\$3,016.78	\$3,164.38	\$3,325.92	\$3,490.74	\$3,671.96	\$3,855.64	
	Annual	\$78,436.28	\$82,273.88	\$86,473.92	\$90,759.24	\$95,470.96	\$100,246.64	
<b>308</b> (40 hour)	Hourly	\$39.55	\$41.57	\$43.63	\$45.90	\$48.20	\$50.64	Training Officer/ Training Captain
	Biweekly	\$3,164.38	\$3,325.92	\$3,490.74	\$3,671.96	\$3,855.64	\$4,050.80	
	Annual	\$82,273.88	\$86,473.92	\$90,759.24	\$95,470.96	\$100,246.64	\$105,320.80	
<b>310</b> (53 hour)	Hourly	\$21.95	\$23.03	\$24.73	\$26.48	\$28.04	\$29.98	Firefighter (shift)
	Biweekly	\$2,321.81	\$2,436.76	\$2,616.78	\$2,801.13	\$2,967.06	\$3,172.02	
	Annual	\$60,366.99	\$63,355.74	\$68,036.22	\$72,829.49	\$77,143.44	\$82,472.42	
<b>320</b> (40 hour)	Hourly	\$29.04	\$30.48	\$32.72	\$35.02	\$37.06	\$39.66	Firefighter
	Biweekly	\$2,323.06	\$2,438.68	\$2,617.44	\$2,801.94	\$2,965.12	\$3,172.58	
	Annual	\$60,399.56	\$63,405.68	\$68,053.44	\$72,850.44	\$77,093.12	\$82,487.08	
<b>311</b> (53 hour)	Hourly	\$24.91	\$26.13	\$27.42	\$28.81	\$30.27	\$31.79	Fire Engineer (shift)
	Biweekly	\$2,635.21	\$2,764.26	\$2,900.90	\$3,048.39	\$3,202.38	\$3,362.88	
	Annual	\$68,515.55	\$71,870.84	\$75,423.50	\$79,258.11	\$83,261.90	\$87,434.87	
<b>321</b> (40 hour)	Hourly	\$32.93	\$34.55	\$36.25	\$38.10	\$40.02	\$42.07	Fire Engineer
	Biweekly	\$2,634.66	\$2,764.22	\$2,900.34	\$3,047.94	\$3,201.28	\$3,365.28	
	Annual	\$68,501.16	\$71,869.72	\$75,408.84	\$79,246.44	\$83,233.28	\$87,497.28	
<b>318</b> (53 hour)	Hourly	\$27.99	\$29.35	\$30.83	\$32.38	\$34.05	\$35.74	Fire Captain (shift)
	Biweekly	\$2,961.63	\$3,104.78	\$3,262.03	\$3,425.78	\$3,602.54	\$3,781.48	
	Annual	\$77,002.46	\$80,724.29	\$84,812.67	\$89,070.22	\$93,666.12	\$98,318.41	
<b>328</b> (40 hour)	Hourly	\$36.97	\$38.81	\$40.80	\$42.82	\$45.03	\$47.24	Fire Captain
	Biweekly	\$2,957.74	\$3,104.52	\$3,263.60	\$3,425.96	\$3,602.26	\$3,779.38	
	Annual	\$76,901.24	\$80,717.52	\$84,853.60	\$89,074.96	\$93,658.76	\$98,263.88	

\*40 hour annual rate based on 2080 hours  
\*53 hour annual rate based on 2750.8 hours  
(rounding differences may occur)



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Grade		1	2	3	4	5	6	
<b>303</b> (40 hour)	Hourly	\$34.19	\$35.82	\$37.64	\$39.58	\$41.52	\$43.65	Deputy Fire Marshal (DFM) 1
	Biweekly	\$2,735.20	\$2,865.60	\$3,011.20	\$3,166.02	\$3,321.82	\$3,492.38	
	Annual	\$71,115.20	\$74,505.60	\$78,291.20	\$82,316.52	\$86,367.32	\$90,801.88	
<b>306</b> (40 hour)	Hourly	\$38.65	\$40.54	\$42.61	\$44.73	\$47.05	\$49.40	DFM 2 EMS Program Officer
	Biweekly	\$3,092.22	\$3,243.10	\$3,408.74	\$3,578.40	\$3,763.80	\$3,952.00	
	Annual	\$80,397.72	\$84,320.60	\$88,627.24	\$93,038.40	\$97,858.80	\$102,752.00	
<b>308</b> (40 hour)	Hourly	\$40.54	\$42.61	\$44.73	\$47.05	\$49.40	\$51.90	Training Officer/ Training Captain
	Biweekly	\$3,243.10	\$3,408.74	\$3,578.40	\$3,763.80	\$3,952.00	\$4,152.00	
	Annual	\$84,320.60	\$88,627.24	\$93,038.40	\$97,858.80	\$102,752.00	\$107,952.00	
<b>310</b> (53 hour)	Hourly	\$22.49	\$23.61	\$25.35	\$27.14	\$28.75	\$30.73	Firefighter (shift)
	Biweekly	\$2,379.44	\$2,497.49	\$2,681.84	\$2,871.62	\$3,041.75	\$3,251.18	
	Annual	\$61,865.49	\$64,934.70	\$69,727.97	\$74,662.21	\$79,085.50	\$84,530.71	
<b>320</b> (40 hour)	Hourly	\$29.76	\$31.25	\$33.54	\$35.90	\$37.99	\$40.65	Firefighter
	Biweekly	\$2,380.80	\$2,500.00	\$2,683.04	\$2,871.64	\$3,038.92	\$3,252.12	
	Annual	\$61,900.80	\$65,000.00	\$69,759.04	\$74,662.64	\$79,011.92	\$84,555.12	
<b>311</b> (53 hour)	Hourly	\$25.53	\$26.78	\$28.10	\$29.53	\$31.02	\$32.58	Fire Engineer (shift)
	Biweekly	\$2,701.36	\$2,833.67	\$2,972.98	\$3,124.30	\$3,281.92	\$3,447.47	
	Annual	\$70,235.49	\$73,675.36	\$77,297.48	\$81,231.81	\$85,329.82	\$89,634.13	
<b>321</b> (40 hour)	Hourly	\$33.76	\$35.42	\$37.16	\$39.05	\$41.02	\$43.12	Fire Engineer
	Biweekly	\$2,700.80	\$2,833.60	\$2,972.50	\$3,124.20	\$3,281.64	\$3,449.74	
	Annual	\$70,220.80	\$73,673.60	\$77,285.00	\$81,229.20	\$85,322.64	\$89,693.24	
<b>318</b> (53 hour)	Hourly	\$28.69	\$30.08	\$31.60	\$33.19	\$34.90	\$36.64	Fire Captain (shift)
	Biweekly	\$3,035.38	\$3,182.86	\$3,343.36	\$3,511.45	\$3,692.55	\$3,876.51	
	Annual	\$78,919.76	\$82,754.38	\$86,927.34	\$91,297.68	\$96,006.36	\$100,789.31	
<b>328</b> (40 hour)	Hourly	\$37.90	\$39.78	\$41.81	\$43.90	\$46.15	\$48.42	Fire Captain
	Biweekly	\$3,032.00	\$3,182.42	\$3,344.80	\$3,512.00	\$3,692.00	\$3,873.60	
	Annual	\$78,832.00	\$82,742.92	\$86,964.80	\$91,312.00	\$95,992.00	\$100,713.60	

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