



## International Association of Fire Fighters (IAFF) Pay Scale - Effective 7/1/2020

\*Reflects 2.8% pay increase over July 1, 2019 for all classifications

Grade		1	2	3	4	5	6	
<b>303</b> (40 hour)	Hourly	\$35.14	\$36.81	\$38.70	\$40.69	\$42.68	\$44.87	Deputy Fire Marshal 1
	Biweekly	\$2,811.20	\$2,944.80	\$3,096.00	\$3,255.20	\$3,414.40	\$3,589.60	
	Annual	\$73,091.20	\$76,564.80	\$80,496.00	\$84,635.20	\$88,774.40	\$93,329.60	
<b>306</b> (40 hour)	Hourly	\$39.73	\$41.68	\$43.80	\$45.97	\$48.37	\$50.79	Deputy Fire Marshal 2
	Biweekly	\$3,178.40	\$3,334.40	\$3,504.00	\$3,677.60	\$3,869.60	\$4,063.20	
	Annual	\$82,638.40	\$86,694.40	\$91,104.00	\$95,617.60	\$100,609.60	\$105,643.20	
<b>308</b> (40 hour)	Hourly	\$41.68	\$43.80	\$45.97	\$48.37	\$50.79	\$53.36	Fire Training Captain/Officer
	Biweekly	\$3,334.40	\$3,504.00	\$3,677.60	\$3,869.60	\$4,063.20	\$4,268.80	
	Annual	\$86,694.40	\$91,104.00	\$95,617.60	\$100,609.60	\$105,643.20	\$110,988.80	
<b>323</b> (40 hour)	Hourly	\$32.72	\$34.36	\$36.85	\$39.48	\$41.78	\$44.69	EMS Instructor
	Biweekly	\$2,617.60	\$2,748.80	\$2,948.00	\$3,158.40	\$3,342.40	\$3,575.20	
	Annual	\$68,057.60	\$71,468.80	\$76,648.00	\$82,118.40	\$86,902.40	\$92,955.20	
<b>324</b> (40 hour)	Hourly	\$37.05	\$38.93	\$40.83	\$42.94	\$45.09	\$47.39	Fire Instructor
	Biweekly	\$2,964.00	\$3,114.40	\$3,266.40	\$3,435.20	\$3,607.20	\$3,791.20	
	Annual	\$77,064.00	\$80,974.40	\$84,926.40	\$89,315.20	\$93,787.20	\$98,571.20	
<b>310</b> (53 hour)	Hourly	\$23.13	\$24.27	\$26.06	\$27.90	\$29.54	\$31.59	Firefighter (shift)
	Biweekly	\$2,446.44	\$2,567.02	\$2,756.35	\$2,950.96	\$3,124.42	\$3,341.25	
	Annual	\$63,607.50	\$66,742.50	\$71,665.00	\$76,725.00	\$81,235.00	\$86,872.50	
<b>320</b> (40 hour)	Hourly	\$30.60	\$32.11	\$34.48	\$36.91	\$39.05	\$41.79	Firefighter
	Biweekly	\$2,448.00	\$2,568.80	\$2,758.40	\$2,952.80	\$3,124.00	\$3,343.20	
	Annual	\$63,648.00	\$66,788.80	\$71,718.40	\$76,772.80	\$81,224.00	\$86,923.20	
<b>311</b> (53 hour)	Hourly	\$26.24	\$27.53	\$28.90	\$30.36	\$31.90	\$33.49	Fire Engineer (shift)
	Biweekly	\$2,775.38	\$2,911.83	\$3,056.73	\$3,211.15	\$3,374.04	\$3,542.21	
	Annual	\$72,160.00	\$75,707.50	\$79,475.00	\$83,490.00	\$87,725.00	\$92,097.50	
<b>321</b> (40 hour)	Hourly	\$34.70	\$36.40	\$38.20	\$40.14	\$42.17	\$44.33	Fire Engineer
	Biweekly	\$2,776.00	\$2,912.00	\$3,056.00	\$3,211.20	\$3,373.60	\$3,546.40	
	Annual	\$72,176.00	\$75,712.00	\$79,456.00	\$83,491.20	\$87,713.60	\$92,206.40	
<b>318</b> (53 hour)	Hourly	\$29.49	\$30.92	\$32.48	\$34.12	\$35.88	\$37.66	Fire Captain (shift)
	Biweekly	\$3,119.13	\$3,270.38	\$3,435.38	\$3,608.85	\$3,795.00	\$3,983.27	
	Annual	\$81,097.50	\$85,030.00	\$89,320.00	\$93,830.00	\$98,670.00	\$103,565.00	
<b>328</b> (40 hour)	Hourly	\$38.95	\$40.89	\$42.99	\$45.12	\$47.45	\$49.78	Fire Captain
	Biweekly	\$3,116.00	\$3,271.20	\$3,439.20	\$3,609.60	\$3,796.00	\$3,982.40	
	Annual	\$81,016.00	\$85,051.20	\$89,419.20	\$93,849.60	\$98,696.00	\$103,542.40	

\*40 hour annual rate based on 2080 hours  
\*53 hour annual rate based on 2750 hours  
(rounding differences may occur)