

Appendix A – Salary Schedules

LPFD - IAFF LOCAL 1974 SALARY SCHEDULE EFFECTIVE JULY 5, 2025

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
FIREFIGHTER	1	\$ 36.310	\$ 4,066.720	\$ 8,811.227	\$ 105,734.720
	2	\$ 38.120	\$ 4,269.440	\$ 9,250.453	\$ 111,005.440
	3	\$ 40.020	\$ 4,482.240	\$ 9,711.520	\$ 116,538.240
	4	\$ 42.020	\$ 4,706.240	\$ 10,196.853	\$ 122,362.240
	5	\$ 44.130	\$ 4,942.560	\$ 10,708.880	\$ 128,506.560
	6	\$ 46.350	\$ 5,191.200	\$ 11,247.600	\$ 134,971.200
FIREFIGHTER-8HR	1	\$ 50.820	\$ 4,065.600	\$ 8,808.800	\$ 105,705.600
	2	\$ 53.350	\$ 4,268.000	\$ 9,247.333	\$ 110,968.000
	3	\$ 56.030	\$ 4,482.400	\$ 9,711.867	\$ 116,542.400
	4	\$ 58.840	\$ 4,707.200	\$ 10,198.933	\$ 122,387.200
	5	\$ 61.780	\$ 4,942.400	\$ 10,708.533	\$ 128,502.400
	6	\$ 64.880	\$ 5,190.400	\$ 11,245.867	\$ 134,950.400
FIRE ENGINEER	7	\$ 49.400	\$ 5,532.800	\$ 11,987.733	\$ 143,852.800
	8	\$ 51.870	\$ 5,809.440	\$ 12,587.120	\$ 151,045.440
FIRE ENGINEER-8HR	7	\$ 69.150	\$ 5,532.000	\$ 11,986.000	\$ 143,832.000
	8	\$ 72.630	\$ 5,810.400	\$ 12,589.200	\$ 151,070.400
FIRE CAPTAIN	9	\$ 55.270	\$ 6,190.240	\$ 13,412.187	\$ 160,946.240
	10	\$ 58.050	\$ 6,501.600	\$ 14,086.800	\$ 169,041.600
FIRE CAPTAIN-8HR	9	\$ 77.370	\$ 6,189.600	\$ 13,410.800	\$ 160,929.600
	10	\$ 81.270	\$ 6,501.600	\$ 14,086.800	\$ 169,041.600
FIRE INSPECTOR	1	\$ 58.530	\$ 4,682.400	\$ 10,145.200	\$ 121,742.400
	2	\$ 61.460	\$ 4,916.800	\$ 10,653.067	\$ 127,836.800
	3	\$ 64.550	\$ 5,164.000	\$ 11,188.667	\$ 134,264.000
	4	\$ 67.770	\$ 5,421.600	\$ 11,746.800	\$ 140,961.600
	5	\$ 71.150	\$ 5,692.000	\$ 12,332.667	\$ 147,992.000
HAZMAT INSPECTOR	1	\$ 58.530	\$ 4,682.400	\$ 10,145.200	\$ 121,742.400
	2	\$ 61.460	\$ 4,916.800	\$ 10,653.067	\$ 127,836.800
	3	\$ 64.550	\$ 5,164.000	\$ 11,188.667	\$ 134,264.000
	4	\$ 67.770	\$ 5,421.600	\$ 11,746.800	\$ 140,961.600
	5	\$ 71.150	\$ 5,692.000	\$ 12,332.667	\$ 147,992.000
HAZMAT COORDINATOR	1	\$ 63.630	\$ 5,090.400	\$ 11,029.200	\$ 132,350.400
	2	\$ 66.810	\$ 5,344.800	\$ 11,580.400	\$ 138,964.800
	3	\$ 70.130	\$ 5,610.400	\$ 12,155.867	\$ 145,870.400
	4	\$ 73.650	\$ 5,892.000	\$ 12,766.000	\$ 153,192.000
	5	\$ 77.330	\$ 6,186.400	\$ 13,403.867	\$ 160,846.400

LPFD - IAFF LOCAL 1974 SALARY SCHEDULE EFFECTIVE JULY 4, 2026

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
FIREFIGHTER	1	\$ 37.400	\$ 4,188.800	\$ 9,075.733	\$ 108,908.800
	2	\$ 39.260	\$ 4,397.120	\$ 9,527.093	\$ 114,325.120
	3	\$ 41.220	\$ 4,616.640	\$ 10,002.720	\$ 120,032.640
	4	\$ 43.280	\$ 4,847.360	\$ 10,502.613	\$ 126,031.360
	5	\$ 45.450	\$ 5,090.400	\$ 11,029.200	\$ 132,350.400
	6	\$ 47.740	\$ 5,346.880	\$ 11,584.907	\$ 139,018.880
FIREFIGHTER-8HR	1	\$ 52.340	\$ 4,187.200	\$ 9,072.267	\$ 108,867.200
	2	\$ 54.950	\$ 4,396.000	\$ 9,524.667	\$ 114,296.000
	3	\$ 57.710	\$ 4,616.800	\$ 10,003.067	\$ 120,036.800
	4	\$ 60.610	\$ 4,848.800	\$ 10,505.733	\$ 126,068.800
	5	\$ 63.630	\$ 5,090.400	\$ 11,029.200	\$ 132,350.400
	6	\$ 66.830	\$ 5,346.400	\$ 11,583.867	\$ 139,006.400
FIRE ENGINEER	7	\$ 50.880	\$ 5,698.560	\$ 12,346.880	\$ 148,162.560
	8	\$ 53.430	\$ 5,984.160	\$ 12,965.680	\$ 155,588.160
FIRE ENGINEER-8HR	7	\$ 71.220	\$ 5,697.600	\$ 12,344.800	\$ 148,137.600
	8	\$ 74.810	\$ 5,984.800	\$ 12,967.067	\$ 155,604.800
FIRE CAPTAIN	9	\$ 56.930	\$ 6,376.160	\$ 13,815.013	\$ 165,780.160
	10	\$ 59.790	\$ 6,696.480	\$ 14,509.040	\$ 174,108.480
FIRE CAPTAIN-8HR	9	\$ 79.690	\$ 6,375.200	\$ 13,812.933	\$ 165,755.200
	10	\$ 83.710	\$ 6,696.800	\$ 14,509.733	\$ 174,116.800
FIRE INSPECTOR	1	\$ 60.290	\$ 4,823.200	\$ 10,450.267	\$ 125,403.200
	2	\$ 63.300	\$ 5,064.000	\$ 10,972.000	\$ 131,664.000
	3	\$ 66.490	\$ 5,319.200	\$ 11,524.933	\$ 138,299.200
	4	\$ 69.800	\$ 5,584.000	\$ 12,098.667	\$ 145,184.000
	5	\$ 73.280	\$ 5,862.400	\$ 12,701.867	\$ 152,422.400
HAZMAT INSPECTOR	1	\$ 60.290	\$ 4,823.200	\$ 10,450.267	\$ 125,403.200
	2	\$ 63.300	\$ 5,064.000	\$ 10,972.000	\$ 131,664.000
	3	\$ 66.490	\$ 5,319.200	\$ 11,524.933	\$ 138,299.200
	4	\$ 69.800	\$ 5,584.000	\$ 12,098.667	\$ 145,184.000
	5	\$ 73.280	\$ 5,862.400	\$ 12,701.867	\$ 152,422.400
HAZMAT COORDINATOR	1	\$ 65.540	\$ 5,243.200	\$ 11,360.267	\$ 136,323.200
	2	\$ 68.810	\$ 5,504.800	\$ 11,927.067	\$ 143,124.800
	3	\$ 72.230	\$ 5,778.400	\$ 12,519.867	\$ 150,238.400
	4	\$ 75.860	\$ 6,068.800	\$ 13,149.067	\$ 157,788.800
	5	\$ 79.650	\$ 6,372.000	\$ 13,806.000	\$ 165,672.000

LPFD - IAFF LOCAL 1974 SALARY SCHEDULE EFFECTIVE JULY 3, 2027

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
FIREFIGHTER	1	\$ 38.520	\$ 4,314.240	\$ 9,347.520	\$ 112,170.240
	2	\$ 40.440	\$ 4,529.280	\$ 9,813.440	\$ 117,761.280
	3	\$ 42.460	\$ 4,755.520	\$ 10,303.627	\$ 123,643.520
	4	\$ 44.580	\$ 4,992.960	\$ 10,818.080	\$ 129,816.960
	5	\$ 46.810	\$ 5,242.720	\$ 11,359.227	\$ 136,310.720
	6	\$ 49.170	\$ 5,507.040	\$ 11,931.920	\$ 143,183.040
FIREFIGHTER-8HR	1	\$ 53.910	\$ 4,312.800	\$ 9,344.400	\$ 112,132.800
	2	\$ 56.600	\$ 4,528.000	\$ 9,810.667	\$ 117,728.000
	3	\$ 59.440	\$ 4,755.200	\$ 10,302.933	\$ 123,635.200
	4	\$ 62.430	\$ 4,994.400	\$ 10,821.200	\$ 129,854.400
	5	\$ 65.540	\$ 5,243.200	\$ 11,360.267	\$ 136,323.200
	6	\$ 68.830	\$ 5,506.400	\$ 11,930.533	\$ 143,166.400
FIRE ENGINEER	7	\$ 52.410	\$ 5,869.920	\$ 12,718.160	\$ 152,617.920
	8	\$ 55.030	\$ 6,163.360	\$ 13,353.947	\$ 160,247.360
FIRE ENGINEER-8HR	7	\$ 73.360	\$ 5,868.800	\$ 12,715.733	\$ 152,588.800
	8	\$ 77.050	\$ 6,164.000	\$ 13,355.333	\$ 160,264.000
FIRE CAPTAIN	9	\$ 58.640	\$ 6,567.680	\$ 14,229.973	\$ 170,759.680
	10	\$ 61.580	\$ 6,896.960	\$ 14,943.413	\$ 179,320.960
FIRE CAPTAIN-8HR	9	\$ 82.080	\$ 6,566.400	\$ 14,227.200	\$ 170,726.400
	10	\$ 86.220	\$ 6,897.600	\$ 14,944.800	\$ 179,337.600
FIRE INSPECTOR	1	\$ 62.100	\$ 4,968.000	\$ 10,764.000	\$ 129,168.000
	2	\$ 65.200	\$ 5,216.000	\$ 11,301.333	\$ 135,616.000
	3	\$ 68.480	\$ 5,478.400	\$ 11,869.867	\$ 142,438.400
	4	\$ 71.890	\$ 5,751.200	\$ 12,460.933	\$ 149,531.200
	5	\$ 75.480	\$ 6,038.400	\$ 13,083.200	\$ 156,998.400
HAZMAT INSPECTOR	1	\$ 62.100	\$ 4,968.000	\$ 10,764.000	\$ 129,168.000
	2	\$ 65.200	\$ 5,216.000	\$ 11,301.333	\$ 135,616.000
	3	\$ 68.480	\$ 5,478.400	\$ 11,869.867	\$ 142,438.400
	4	\$ 71.890	\$ 5,751.200	\$ 12,460.933	\$ 149,531.200
	5	\$ 75.480	\$ 6,038.400	\$ 13,083.200	\$ 156,998.400
HAZMAT COORDINATOR	1	\$ 67.510	\$ 5,400.800	\$ 11,701.733	\$ 140,420.800
	2	\$ 70.870	\$ 5,669.600	\$ 12,284.133	\$ 147,409.600
	3	\$ 74.400	\$ 5,952.000	\$ 12,896.000	\$ 154,752.000
	4	\$ 78.140	\$ 6,251.200	\$ 13,544.267	\$ 162,531.200
	5	\$ 82.040	\$ 6,563.200	\$ 14,220.267	\$ 170,643.200

LPFD - IAFF LOCAL 1974 SALARY SCHEDULE EFFECTIVE JULY 1, 2028

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
FIREFIGHTER	1	\$ 39.960	\$ 4,475.520	\$ 9,696.960	\$ 116,363.520
	2	\$ 41.960	\$ 4,699.520	\$ 10,182.293	\$ 122,187.520
	3	\$ 44.050	\$ 4,933.600	\$ 10,689.467	\$ 128,273.600
	4	\$ 46.250	\$ 5,180.000	\$ 11,223.333	\$ 134,680.000
	5	\$ 48.570	\$ 5,439.840	\$ 11,786.320	\$ 141,435.840
	6	\$ 51.010	\$ 5,713.120	\$ 12,378.427	\$ 148,541.120
FIREFIGHTER-8HR	1	\$ 55.930	\$ 4,474.400	\$ 9,694.533	\$ 116,334.400
	2	\$ 58.720	\$ 4,697.600	\$ 10,178.133	\$ 122,137.600
	3	\$ 61.670	\$ 4,933.600	\$ 10,689.467	\$ 128,273.600
	4	\$ 64.770	\$ 5,181.600	\$ 11,226.800	\$ 134,721.600
	5	\$ 68.000	\$ 5,440.000	\$ 11,786.667	\$ 141,440.000
	6	\$ 71.410	\$ 5,712.800	\$ 12,377.733	\$ 148,532.800
FIRE ENGINEER	7	\$ 54.380	\$ 6,090.560	\$ 13,196.213	\$ 158,354.560
	8	\$ 57.090	\$ 6,394.080	\$ 13,853.840	\$ 166,246.080
FIRE ENGINEER-8HR	7	\$ 76.110	\$ 6,088.800	\$ 13,192.400	\$ 158,308.800
	8	\$ 79.940	\$ 6,395.200	\$ 13,856.267	\$ 166,275.200
FIRE CAPTAIN	9	\$ 60.840	\$ 6,814.080	\$ 14,763.840	\$ 177,166.080
	10	\$ 63.890	\$ 7,155.680	\$ 15,503.973	\$ 186,047.680
FIRE CAPTAIN-8HR	9	\$ 85.160	\$ 6,812.800	\$ 14,761.067	\$ 177,132.800
	10	\$ 89.450	\$ 7,156.000	\$ 15,504.667	\$ 186,056.000
FIRE INSPECTOR	1	\$ 64.430	\$ 5,154.400	\$ 11,167.867	\$ 134,014.400
	2	\$ 67.650	\$ 5,412.000	\$ 11,726.000	\$ 140,712.000
	3	\$ 71.050	\$ 5,684.000	\$ 12,315.333	\$ 147,784.000
	4	\$ 74.590	\$ 5,967.200	\$ 12,928.933	\$ 155,147.200
	5	\$ 78.310	\$ 6,264.800	\$ 13,573.733	\$ 162,884.800
HAZMAT INSPECTOR	1	\$ 64.430	\$ 5,154.400	\$ 11,167.867	\$ 134,014.400
	2	\$ 67.650	\$ 5,412.000	\$ 11,726.000	\$ 140,712.000
	3	\$ 71.050	\$ 5,684.000	\$ 12,315.333	\$ 147,784.000
	4	\$ 74.590	\$ 5,967.200	\$ 12,928.933	\$ 155,147.200
	5	\$ 78.310	\$ 6,264.800	\$ 13,573.733	\$ 162,884.800
HAZMAT COORDINATOR	1	\$ 70.040	\$ 5,603.200	\$ 12,140.267	\$ 145,683.200
	2	\$ 73.530	\$ 5,882.400	\$ 12,745.200	\$ 152,942.400
	3	\$ 77.190	\$ 6,175.200	\$ 13,379.600	\$ 160,555.200
	4	\$ 81.070	\$ 6,485.600	\$ 14,052.133	\$ 168,625.600
	5	\$ 85.120	\$ 6,809.600	\$ 14,754.133	\$ 177,049.600