

# International Association of Fire Fighters (IAFF)

Salary schedule July 1, 2025 thru June 30, 2026

1.030 %

48/96 Schedule

|           | Range |         | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     |
|-----------|-------|---------|------------|------------|------------|------------|------------|
| FF        | 1     | hourly  | \$22.39    | \$23.55    | \$24.88    | \$26.22    | \$27.68    |
|           |       | monthly | \$5,594.33 | \$5,884.01 | \$6,217.13 | \$6,550.26 | \$6,915.97 |
| FF-I      | 2     | hourly  | \$23.93    | \$25.20    | \$26.56    | \$28.07    | \$29.46    |
|           |       | monthly | \$5,978.15 | \$6,296.79 | \$6,637.16 | \$7,013.73 | \$7,361.34 |
| FF-P      | 3     | hourly  | \$25.27    | \$26.66    | \$28.07    | \$29.56    | \$31.16    |
|           |       | monthly | \$6,314.90 | \$6,662.50 | \$7,013.73 | \$7,386.69 | \$7,784.99 |
| + 1 Cert  | 3a    | hourly  | \$25.91    | \$27.33    | \$28.77    | \$30.30    | \$31.94    |
|           |       | monthly | \$6,472.77 | \$6,829.07 | \$7,189.08 | \$7,571.36 | \$7,979.62 |
| + 2 Certs | 3b    | hourly  | \$26.54    | \$28.00    | \$29.47    | \$31.04    | \$32.72    |
|           |       | monthly | \$6,630.64 | \$6,995.63 | \$7,364.42 | \$7,756.02 | \$8,174.24 |
| + 3 Certs | 3c    | hourly  | \$27.17    | \$28.66    | \$30.18    | \$31.78    | \$33.49    |
|           |       | monthly | \$6,788.51 | \$7,162.19 | \$7,539.76 | \$7,940.69 | \$8,368.87 |

|           |    |         |            |            |            |            |            |
|-----------|----|---------|------------|------------|------------|------------|------------|
| LT-P      | 6  | hourly  | \$31.94    | \$32.68    | \$33.56    | \$34.45    | \$35.24    |
|           |    | monthly | \$7,980.52 | \$8,165.19 | \$8,386.07 | \$8,606.94 | \$8,806.09 |
| + 1 Cert  | 6a | hourly  | \$32.74    | \$33.50    | \$34.40    | \$35.31    | \$36.13    |
|           |    | monthly | \$8,180.04 | \$8,369.32 | \$8,595.72 | \$8,822.12 | \$9,026.25 |
| + 2 Certs | 6b | hourly  | \$33.54    | \$34.31    | \$35.24    | \$36.17    | \$37.01    |
|           |    | monthly | \$8,379.55 | \$8,573.45 | \$8,805.37 | \$9,037.29 | \$9,246.40 |
| + 3 Certs | 6c | hourly  | \$34.34    | \$35.13    | \$36.08    | \$37.03    | \$37.89    |
|           |    | monthly | \$8,579.06 | \$8,777.58 | \$9,015.02 | \$9,252.46 | \$9,466.55 |

|           |    |         |        |            |             |             |             |
|-----------|----|---------|--------|------------|-------------|-------------|-------------|
| CAPT-I    | 8  | hourly  | \$0.00 | \$35.14    | \$36.13     | \$37.11     | \$38.17     |
|           |    | monthly | \$0.00 | \$8,780.75 | \$9,026.97  | \$9,273.19  | \$9,537.52  |
| + 1 Cert  | 8a | hourly  | \$0.00 | \$36.02    | \$37.03     | \$38.04     | \$39.13     |
|           |    | monthly | \$0.00 | \$9,000.27 | \$9,252.64  | \$9,505.02  | \$9,775.96  |
| + 2 Certs | 8b | hourly  | \$0.00 | \$36.90    | \$37.93     | \$38.97     | \$40.08     |
|           |    | monthly | \$0.00 | \$9,219.78 | \$9,478.32  | \$9,736.85  | \$10,014.40 |
| + 3 Certs | 8c | hourly  | \$0.00 | \$37.78    | \$38.84     | \$39.90     | \$41.03     |
|           |    | monthly | \$0.00 | \$9,439.30 | \$9,703.99  | \$9,968.68  | \$10,252.83 |
| CAPT-P    | 9  | hourly  | \$0.00 | \$36.79    | \$37.79     | \$38.79     | \$39.78     |
|           |    | monthly | \$0.00 | \$9,193.53 | \$9,443.38  | \$9,693.22  | \$9,939.44  |
| + 1 Cert  | 9a | hourly  | \$0.00 | \$37.71    | \$38.74     | \$39.76     | \$40.77     |
|           |    | monthly | \$0.00 | \$9,423.37 | \$9,679.46  | \$9,935.55  | \$10,187.93 |
| + 2 Certs | 9b | hourly  | \$0.00 | \$38.63    | \$39.68     | \$40.73     | \$41.77     |
|           |    | monthly | \$0.00 | \$9,653.21 | \$9,915.55  | \$10,177.88 | \$10,436.42 |
| + 3 Certs | 9c | hourly  | \$0.00 | \$39.55    | \$40.63     | \$41.70     | \$42.76     |
|           |    | monthly | \$0.00 | \$9,883.05 | \$10,151.63 | \$10,420.21 | \$10,684.90 |

## 40 hr/week Position

|           |    |         |            |            |            |            |            |
|-----------|----|---------|------------|------------|------------|------------|------------|
| FF        | 1  | hourly  | \$32.27    | \$33.95    | \$35.87    | \$37.79    | \$39.90    |
|           |    | monthly | \$5,594.33 | \$5,884.01 | \$6,217.13 | \$6,550.26 | \$6,915.97 |
| FF-I      | 2  | hourly  | \$34.49    | \$36.33    | \$38.29    | \$40.46    | \$42.47    |
|           |    | monthly | \$5,978.15 | \$6,296.79 | \$6,637.16 | \$7,013.73 | \$7,361.34 |
| FF-P      | 3  | hourly  | \$36.43    | \$38.44    | \$40.46    | \$42.62    | \$44.91    |
|           |    | monthly | \$6,314.90 | \$6,662.50 | \$7,013.73 | \$7,386.69 | \$7,784.99 |
| + 1 Cert  | 3a | hourly  | \$37.34    | \$39.40    | \$41.48    | \$43.68    | \$46.04    |
|           |    | monthly | \$6,472.77 | \$6,829.07 | \$7,189.08 | \$7,571.36 | \$7,979.62 |
| + 2 Certs | 3b | hourly  | \$38.25    | \$40.36    | \$42.49    | \$44.75    | \$47.16    |
|           |    | monthly | \$6,630.64 | \$6,995.63 | \$7,364.42 | \$7,756.02 | \$8,174.24 |
| + 3 Certs | 3c | hourly  | \$39.16    | \$41.32    | \$43.50    | \$45.81    | \$48.28    |
|           |    | monthly | \$6,788.51 | \$7,162.19 | \$7,539.76 | \$7,940.69 | \$8,368.87 |

|           |    |         |            |            |            |            |            |
|-----------|----|---------|------------|------------|------------|------------|------------|
| LT-P      | 6  | hourly  | \$46.04    | \$47.11    | \$48.38    | \$49.66    | \$50.80    |
|           |    | monthly | \$7,980.52 | \$8,165.19 | \$8,386.07 | \$8,606.94 | \$8,806.09 |
| + 1 Cert  | 6a | hourly  | \$47.19    | \$48.28    | \$49.59    | \$50.90    | \$52.07    |
|           |    | monthly | \$8,180.04 | \$8,369.32 | \$8,595.72 | \$8,822.12 | \$9,026.25 |
| + 2 Certs | 6b | hourly  | \$48.34    | \$49.46    | \$50.80    | \$52.14    | \$53.34    |
|           |    | monthly | \$8,379.55 | \$8,573.45 | \$8,805.37 | \$9,037.29 | \$9,246.40 |
| + 3 Certs | 6c | hourly  | \$49.49    | \$50.64    | \$52.01    | \$53.38    | \$54.61    |
|           |    | monthly | \$8,579.06 | \$8,777.58 | \$9,015.02 | \$9,252.46 | \$9,466.55 |

|           |    |         |        |            |             |             |             |
|-----------|----|---------|--------|------------|-------------|-------------|-------------|
| CAPT-I    | 8  | hourly  | \$0.00 | \$50.66    | \$52.08     | \$53.50     | \$55.02     |
|           |    | monthly | \$0.00 | \$8,780.75 | \$9,026.97  | \$9,273.19  | \$9,537.52  |
| + 1 Cert  | 8a | hourly  | \$0.00 | \$51.92    | \$53.38     | \$54.84     | \$56.40     |
|           |    | monthly | \$0.00 | \$9,000.27 | \$9,252.64  | \$9,505.02  | \$9,775.96  |
| + 2 Certs | 8b | hourly  | \$0.00 | \$53.19    | \$54.68     | \$56.17     | \$57.78     |
|           |    | monthly | \$0.00 | \$9,219.78 | \$9,478.32  | \$9,736.85  | \$10,014.40 |
| + 3 Certs | 8c | hourly  | \$0.00 | \$54.46    | \$55.98     | \$57.51     | \$59.15     |
|           |    | monthly | \$0.00 | \$9,439.30 | \$9,703.99  | \$9,968.68  | \$10,252.83 |
| CAPT-P    | 9  | hourly  | \$0.00 | \$53.04    | \$54.48     | \$55.92     | \$57.34     |
|           |    | monthly | \$0.00 | \$9,193.53 | \$9,443.38  | \$9,693.22  | \$9,939.44  |
| + 1 Cert  | 9a | hourly  | \$0.00 | \$54.37    | \$55.84     | \$57.32     | \$58.78     |
|           |    | monthly | \$0.00 | \$9,423.37 | \$9,679.46  | \$9,935.55  | \$10,187.93 |
| + 2 Certs | 9b | hourly  | \$0.00 | \$55.69    | \$57.21     | \$58.72     | \$60.21     |
|           |    | monthly | \$0.00 | \$9,653.21 | \$9,915.55  | \$10,177.88 | \$10,436.42 |
| + 3 Certs | 9c | hourly  | \$0.00 | \$57.02    | \$58.57     | \$60.12     | \$61.64     |
|           |    | monthly | \$0.00 | \$9,883.05 | \$10,151.63 | \$10,420.21 | \$10,684.90 |

**Salary schedule July 1, 2025 thru June 30, 2026**

Single-Role

|                    |     |         |            |            |            |            |            |
|--------------------|-----|---------|------------|------------|------------|------------|------------|
| EMT-B              | 10  | hourly  | \$15.67    | \$16.54    | \$17.41    | \$18.33    | \$19.32    |
| (89% of Paramedic) |     | monthly | \$3,916.03 | \$4,131.59 | \$4,349.40 | \$4,580.68 | \$4,827.68 |
| + 1 Cert           | 10a | hourly  | \$16.06    | \$16.95    | \$17.84    | \$18.79    | \$19.80    |
|                    |     | monthly | \$4,013.93 | \$4,234.88 | \$4,458.14 | \$4,695.20 | \$4,948.37 |
| + 2 Certs          | 10b | hourly  | \$16.46    | \$17.36    | \$18.28    | \$19.25    | \$20.29    |
|                    |     | monthly | \$4,111.83 | \$4,338.17 | \$4,566.87 | \$4,809.71 | \$5,069.06 |
| + 3 Certs          | 10c | hourly  | \$16.85    | \$17.78    | \$18.71    | \$19.71    | \$20.77    |
|                    |     | monthly | \$4,209.73 | \$4,441.46 | \$4,675.61 | \$4,924.23 | \$5,189.75 |
| EMT-I              | 11  | hourly  | \$16.75    | \$17.67    | \$18.60    | \$19.59    | \$20.65    |
| (95% of Paramedic) |     | monthly | \$4,184.70 | \$4,415.06 | \$4,647.81 | \$4,894.95 | \$5,158.90 |
| + 1 Cert           | 11a | hourly  | \$17.17    | \$18.11    | \$19.07    | \$20.08    | \$21.16    |
|                    |     | monthly | \$4,289.32 | \$4,525.43 | \$4,764.00 | \$5,017.33 | \$5,287.87 |
| + 2 Certs          | 11b | hourly  | \$17.59    | \$18.55    | \$19.53    | \$20.57    | \$21.68    |
|                    |     | monthly | \$4,393.94 | \$4,635.81 | \$4,880.20 | \$5,139.70 | \$5,416.84 |
| + 3 Certs          | 11c | hourly  | \$18.00    | \$19.00    | \$20.00    | \$21.06    | \$22.20    |
|                    |     | monthly | \$4,498.56 | \$4,746.18 | \$4,996.39 | \$5,262.07 | \$5,545.81 |
| Paramedic          | 12  | hourly  | \$17.69    | \$18.67    | \$19.65    | \$20.69    | \$21.81    |
| (70% of FF/P)      |     | monthly | \$4,420.43 | \$4,663.75 | \$4,909.61 | \$5,170.68 | \$5,449.49 |
| + 1 Cert           | 12a | hourly  | \$18.13    | \$19.13    | \$20.14    | \$21.21    | \$22.36    |
|                    |     | monthly | \$4,530.94 | \$4,780.35 | \$5,032.35 | \$5,299.95 | \$5,585.73 |
| + 2 Certs          | 12b | hourly  | \$18.58    | \$19.60    | \$20.63    | \$21.73    | \$22.90    |
|                    |     | monthly | \$4,641.45 | \$4,896.94 | \$5,155.10 | \$5,429.22 | \$5,721.97 |
| + 3 Certs          | 12c | hourly  | \$19.02    | \$20.07    | \$21.12    | \$22.25    | \$23.45    |
|                    |     | monthly | \$4,751.96 | \$5,013.53 | \$5,277.84 | \$5,558.48 | \$5,858.21 |

Single Role 40 hr/week Position

|                    |     |         |            |            |            |            |            |
|--------------------|-----|---------|------------|------------|------------|------------|------------|
| EMT-B              | 10  | hourly  | \$22.59    | \$23.84    | \$25.09    | \$26.43    | \$27.85    |
| (89% of Paramedic) |     | monthly | \$3,916.03 | \$4,131.59 | \$4,349.40 | \$4,580.68 | \$4,827.68 |
| + 1 Cert           | 10a | hourly  | \$23.16    | \$24.43    | \$25.72    | \$27.09    | \$28.55    |
|                    |     | monthly | \$4,013.93 | \$4,234.88 | \$4,458.14 | \$4,695.20 | \$4,948.37 |
| + 2 Certs          | 10b | hourly  | \$23.72    | \$25.03    | \$26.35    | \$27.75    | \$29.24    |
|                    |     | monthly | \$4,111.83 | \$4,338.17 | \$4,566.87 | \$4,809.71 | \$5,069.06 |
| + 3 Certs          | 10c | hourly  | \$24.29    | \$25.62    | \$26.97    | \$28.41    | \$29.94    |
|                    |     | monthly | \$4,209.73 | \$4,441.46 | \$4,675.61 | \$4,924.23 | \$5,189.75 |
| EMT-I              | 11  | hourly  | \$24.14    | \$25.47    | \$26.81    | \$28.24    | \$29.76    |
| (95% of Paramedic) |     | monthly | \$4,184.70 | \$4,415.06 | \$4,647.81 | \$4,894.95 | \$5,158.90 |
| + 1 Cert           | 11a | hourly  | \$24.75    | \$26.11    | \$27.48    | \$28.95    | \$30.51    |
|                    |     | monthly | \$4,289.32 | \$4,525.43 | \$4,764.00 | \$5,017.33 | \$5,287.87 |
| + 2 Certs          | 11b | hourly  | \$25.35    | \$26.75    | \$28.15    | \$29.65    | \$31.25    |
|                    |     | monthly | \$4,393.94 | \$4,635.81 | \$4,880.20 | \$5,139.70 | \$5,416.84 |
| + 3 Certs          | 11c | hourly  | \$25.95    | \$27.38    | \$28.83    | \$30.36    | \$32.00    |
|                    |     | monthly | \$4,498.56 | \$4,746.18 | \$4,996.39 | \$5,262.07 | \$5,545.81 |
| Paramedic          | 12  | hourly  | \$25.50    | \$26.91    | \$28.32    | \$29.83    | \$31.44    |
| (70% of FF/P)      |     | monthly | \$4,420.43 | \$4,663.75 | \$4,909.61 | \$5,170.68 | \$5,449.49 |
| + 1 Cert           | 12a | hourly  | \$26.14    | \$27.58    | \$29.03    | \$30.58    | \$32.23    |
|                    |     | monthly | \$4,530.94 | \$4,780.35 | \$5,032.35 | \$5,299.95 | \$5,585.73 |
| + 2 Certs          | 12b | hourly  | \$26.78    | \$28.25    | \$29.74    | \$31.32    | \$33.01    |
|                    |     | monthly | \$4,641.45 | \$4,896.94 | \$5,155.10 | \$5,429.22 | \$5,721.97 |
| + 3 Certs          | 12c | hourly  | \$27.42    | \$28.92    | \$30.45    | \$32.07    | \$33.80    |
|                    |     | monthly | \$4,751.96 | \$5,013.53 | \$5,277.84 | \$5,558.48 | \$5,858.21 |

Paramedic 70% of the FF/P

Basic 89% of Paramedic

Intermediate 95% of Paramedic