

**EXHIBIT A**

**SALARY SCHEDULE**

The monthly amounts listed below are to be paid with the understanding that they include 10 hours of FLSA overtime pay for every 24-day work period. The hourly rates listed as the base rates on which FLSA overtime included in the monthly amount is computed and from which the monthly amounts are derived. Employees shall be paid on a semi-monthly basis. All accrued leaves are considered time worked and will be subject to the provisions of the contract for the specific leave type.

7/1/23 – 7.0% combined COLA and Salary Adjustment  
 7/1/24 – 5.0% combined COLA and Salary Adjustment  
 7/1/25 – 4.0% combined COLA and Salary Adjustment

IAFF Salary Schedule				7/1/2023-6/30/2024 7%			7/1/2024-6/30/2025 5%			7/1/2025-6/30/2026 4%		
Grade	Classification	Annual Hours	Step	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
F05	Single Role EMT	2080	1	51,537.02	4,294.75	\$ 24.78	54,113.87	4,509.49	26.02	56,278.43	\$ 4,689.87	27.06
			2	54,113.87	4,509.49	\$ 26.02	56,819.56	4,734.96	27.32	59,092.35	\$ 4,924.36	28.41
			3	56,819.57	4,734.96	\$ 27.32	59,660.55	4,971.71	28.68	62,046.97	\$ 5,170.58	29.83
F06	Single Role Paramedic	2080	1	65,607.25	5,467.27	\$ 31.54	68,887.62	5,740.63	33.12	71,643.12	\$ 5,970.26	34.44
			2	68,887.62	5,740.63	\$ 33.12	72,332.00	6,027.67	34.77	75,225.28	\$ 6,268.77	36.17
			3	72,332.00	6,027.67	\$ 34.78	75,948.60	6,329.05	36.51	78,986.54	\$ 6,582.21	37.97
F10	Firefighter	2912	1	80,085.46	6,673.79	\$ 27.50	84,089.73	7,007.48	28.88	87,453.32	\$ 7,287.78	30.03
			2	85,139.40	7,094.95	\$ 29.24	89,396.37	7,449.70	30.70	92,972.23	\$ 7,747.69	31.93
			3	90,078.79	7,506.57	\$ 30.93	94,582.73	7,881.89	32.48	98,366.04	\$ 8,197.17	33.78
			4	95,018.95	7,918.25	\$ 32.63	99,769.90	8,314.16	34.26	103,760.70	\$ 8,646.72	35.63
			5	100,015.24	8,334.60	\$ 34.35	105,016.00	8,751.33	36.06	109,216.64	\$ 9,101.39	37.51
F20	Fire Engineer	2912	4	104,925.44	8,743.79	\$ 36.03	110,171.72	9,180.98	37.83	114,578.59	\$ 9,548.22	39.35
			5	109,980.90	9,165.07	\$ 37.77	115,479.94	9,623.33	39.66	120,099.14	\$ 10,008.26	41.24
F40	Fire Captain	2912	4	114,921.06	9,576.75	\$ 39.46	120,667.11	10,055.59	41.44	125,493.80	\$ 10,457.82	43.10
			5	119,918.09	9,993.17	\$ 41.18	125,913.99	10,492.83	43.24	130,950.55	\$ 10,912.55	44.97
F48	Deputy Fire Marshall I	2080	1	80,084.82	6,673.74	\$ 38.50	84,089.06	7,007.42	40.43	87,452.63	\$ 7,287.72	42.04
			2	85,139.18	7,094.93	\$ 40.93	89,396.14	7,449.68	42.98	92,971.99	\$ 7,747.67	44.70
			3	90,079.21	7,506.60	\$ 43.31	94,583.17	7,881.93	45.47	98,366.50	\$ 8,197.21	47.29
			4	95,019.28	7,918.27	\$ 45.68	99,770.24	8,314.19	47.97	103,761.05	\$ 8,646.75	49.89
			5	100,015.14	8,334.59	\$ 48.08	105,015.89	8,751.32	50.49	109,216.53	\$ 9,101.38	52.51
F49	Deputy Fire Marshall II	2080	4	104,925.11	8,743.76	\$ 50.44	110,171.37	9,180.95	52.97	114,578.22	\$ 9,548.19	55.09
			5	109,980.84	9,165.07	\$ 52.88	115,479.88	9,623.32	55.52	120,099.08	\$ 10,008.26	57.74
F50	Deputy Fire Marshall III	2080	4	114,920.88	9,576.74	\$ 55.25	120,666.93	10,055.58	58.01	125,493.60	\$ 10,457.80	60.33
			5	119,918.09	9,993.17	\$ 57.65	125,913.99	10,492.83	60.54	130,950.55	\$ 10,912.55	62.96
FB4	Battalion Chief 40HR	2080	3	127,530.53	10,627.54	\$ 61.31	133,907.06	11,158.92	64.38	139,263.34	\$ 11,605.28	66.95
			4	133,914.72	11,159.56	\$ 64.38	140,610.46	11,717.54	67.60	146,234.87	\$ 12,186.24	70.31
			5	140,545.16	11,712.10	\$ 67.57	147,572.42	12,297.70	70.95	153,475.31	\$ 12,789.61	73.79
FB5	Battalion Chief 56HR	2912	3	127,530.46	10,627.54	\$ 43.79	133,906.99	11,158.92	45.98	139,263.27	\$ 11,605.27	47.82
			4	133,915.21	11,159.60	\$ 45.99	140,610.97	11,717.58	48.29	146,235.41	\$ 12,186.28	50.22
			5	140,544.93	11,712.08	\$ 48.26	147,572.17	12,297.68	50.68	153,475.06	\$ 12,789.59	52.70