

**CITY OF ALAMEDA
ALAMEDA FIRE CHIEFS ASSOCIATION (AFCA)
Salary Schedule
Effective April 19, 2026**

CODE	CLASSIFICATION	ANNUAL				
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
4570	Deputy Chief	213,351	224,019	235,220	246,981	259,330
4550	Division Chief	203,191	213,351	224,018	235,219	246,980
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Retention Pay (MOU Sec 11.3)						
10 YEARS SERVICE (3%)						
	Deputy Chief	6,400.5363	6,720.5631	7,056.5913	7,409.4208	7,779.8919
	Division Chief	6,095.7346	6,400.5213	6,720.5474	7,056.5748	7,409.4035
AND						
15 YEARS SERVICE (Additional 4%)						
	Deputy Chief	8,790.0699	9,229.5734	9,691.0520	10,175.6046	10,684.3849
	Division Chief	8,371.4755	8,790.0493	9,229.5518	9,691.0293	10,175.5808
AND						
20 YEARS SERVICE (Additional 5%)						
	Deputy Chief	11,427.0908	11,998.4454	12,598.3676	13,228.2860	13,889.7003
	Division Chief	10,882.9182	11,427.0641	11,998.4173	12,598.3381	13,228.2551
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Management Incentive Pay (MOU Sec 11.1)						
	Deputy Chief 10 Years of Service	23,073.9334	24,227.6301	25,439.0116	26,710.9621	28,046.5103
	Division Chief 10 Years of Service	21,975.1232	23,073.8794	24,227.5734	25,438.9520	26,710.8996
	Deputy Chief 15 Years of Service	23,996.8907	25,196.7353	26,456.5720	27,779.4006	29,168.3707
	Division Chief 15 Years of Service	22,854.1282	23,996.8346	25,196.6763	26,456.5101	27,779.3356
	Deputy Chief 20 Years of Service	25,196.7353	26,456.5720	27,779.4006	29,168.3707	30,626.7892
	Division Chief 20 Years of Service	23,996.8346	25,196.6763	26,456.5101	27,779.3356	29,168.3024
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Paramedic Assistant Differential FOR ALL STEPS (MOU Sec 26.3)						
				6,174.50		