

**CITY OF ALAMEDA  
ALAMEDA FIRE CHIEFS ASSOCIATION  
Salary Schedule**

**EXHIBIT 3**

**Effective December 29, 2024**

CODE	CLASSIFICATION	ANNUAL				
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
4570	Deputy Chief	204,762	215,000	225,750	237,037	248,889
4550	Division Chief	195,011	204,761	215,000	225,750	237,037
<hr style="border-top: 1px dashed black;"/>						
<b>Retention Pay</b> (MOU Sec 11.3)						
<b>10 YEARS SERVICE (3%)</b>						
	Deputy Chief	6,142.8479	6,449.9903	6,772.4898	7,111.1143	7,466.6700
	Division Chief	5,850.3278	6,142.8442	6,449.9864	6,772.4857	7,111.1100
<b>AND</b>						
<b>15 YEARS SERVICE</b> (Additional 4%)						
	Deputy Chief	8,436.1778	8,857.9867	9,300.8860	9,765.9303	10,254.2268
	Division Chief	8,034.4502	8,436.1727	8,857.9813	9,300.8804	9,765.9244
<b>AND</b>						
<b>20 YEARS SERVICE</b> (Additional 5%)						
	Deputy Chief	10,967.0311	11,515.3827	12,091.1518	12,695.7094	13,330.4948
	Division Chief	10,444.7852	10,967.0245	11,515.3757	12,091.1445	12,695.7017
<hr/>						
<b>Management Incentive Pay</b> (MOU Sec 11.1)						
<b>Incentive Level 1</b>						
	Deputy Chief 10 Years of Service	8,963.4389	9,411.6108	9,882.1914	10,376.3009	10,895.1160
	Division Chief 10 Years of Service	8,536.6033	8,963.4335	9,411.6051	9,882.1854	10,376.2947
	Deputy Chief 15 Years of Service	9,321.9764	9,788.0753	10,277.4790	10,791.3530	11,330.9206
	Division Chief 15 Years of Service	8,878.0674	9,321.9708	9,788.0694	10,277.4728	10,791.3465
	Deputy Chief 20 Years of Service	9,788.0753	10,277.4790	10,791.3530	11,330.9206	11,897.4666
	Division Chief 20 Years of Service	9,321.9708	9,788.0694	10,277.4728	10,791.3465	11,330.9138
<b>Incentive Level 2 or 3</b>						
	Deputy Chief 10 Years of Service	10,545.2222	11,072.4833	11,626.1075	12,207.4129	12,817.7835
	Division Chief 10 Years of Service	10,043.0627	10,545.2159	11,072.4766	11,626.1005	12,207.4055
	Deputy Chief 15 Years of Service	10,967.0311	11,515.3827	12,091.1518	12,695.7094	13,330.4948
	Division Chief 15 Years of Service	10,444.7852	10,967.0245	11,515.3757	12,091.1445	12,695.7017
	Deputy Chief 20 Years of Service	11,515.3827	12,091.1518	12,695.7094	13,330.4948	13,997.0196
	Division Chief 20 Years of Service	10,967.0245	11,515.3757	12,091.1445	12,695.7017	13,330.4868
<hr/>						
<b>Paramedic Assistant Differential</b> FOR ALL STEPS (MOU Sec 26.3)						
				5,098.36		