

CITY OF ALAMEDA
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 689
Effective January 12, 2025

EXHIBIT 8

CODE	CLASSIFICATION	ANNUAL							
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
4530	Battalion Chief			177,889	186,783	196,122	205,929	216,225	
4520	Fire Captain					152,821	155,096	162,851	
4505	Fire Apparatus Operator					142,956			
4500	Firefighter	90,268	96,479	103,298	109,755	118,986	124,925	131,283	
Holiday-in-Lieu Pay (Supression only) (MOU Sec 16)									
Battalion Chief									
				12,309.91	12,925.40	13,571.67	14,250.26	14,962.77	
	Fire Captain					10,575.22	10,732.66	11,269.29	
	Fire Apparatus Operator					9,892.54			
	Firefighter	6,246.55	6,676.35	7,148.22	7,595.05	8,233.83	8,644.81	9,084.78	
Paramedic Program	Paramedic Assistant Differential FOR ALL CLASSIFICATIONS AND STEPS (MOU Sec 25.11 (a))					5,251.32			
	OR								
	Paramedic Differential (MOU Sec 25.11 (b))								
		Fire Captain					19,103.00	19,387.00	20,356.00
		Fire Apparatus Operator					17,869.00		
	Firefighter	11,284.00	12,060.00	12,912.00	13,719.00	14,873.00	15,616.00	16,410.00	
40-Hour Office Assignment (MOU Sec 12.6)									
	Fire Captain					26,744.00	27,142.00	28,499.00	
	Fire Apparatus Operator					25,017.00			
	Firefighter	15,797.00	16,884.00	18,077.00	19,207.00	20,823.00	21,862.00	22,975.00	
Career Development Incentive Program (MOU Sec 25.4) effective December 2024	Basic - Level 1 (4%)								
	Battalion Chief				7,115.55	7,471.33	7,844.90	8,237.14	8,649.00
		Fire Captain					6,112.84	6,203.85	6,514.04
		Fire Apparatus Operator					5,718.23		
		Firefighter	3,610.72	3,859.16	4,131.92	4,390.20	4,759.44	4,997.00	5,251.32
	OR								
	Intermediate - Level 2 (4% plus 5%, compounded)								
	Battalion Chief				16,365.77	17,184.07	18,043.27	18,945.43	19,892.70
		Fire Captain					14,059.54	14,268.85	14,982.29
		Fire Apparatus Operator					13,151.93		
		Firefighter	8,304.66	8,876.07	9,503.42	10,097.46	10,946.71	11,493.10	12,078.04
	OR								
	Advanced - Level 3 (4%, plus 5%, plus 5%, compounded)								
	Battalion Chief				26,078.50	27,382.44	28,751.56	30,189.13	31,698.59
		Fire Captain					22,403.57	22,737.10	23,873.95
	Fire Apparatus Operator					20,957.31			
	Firefighter	13,233.29	14,143.82	15,143.49	16,090.08	17,443.35	18,314.01	19,246.09	
CARE Team Differential		HOURLY							
FOR ALL CLASSIFICATIONS AND STEPS While so assigned (MOU Sec 25.14)		4.28293							
Ambulance Differential		HOURLY							
FOR ALL CLASSIFICATIONS AND STEPS While so assigned (MOU Sec 25.5)		3.38126							