

CITY OF ALAMEDA RESOLUTION NO. _____

AMENDING THE INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS (IAFF) SALARY SCHEDULE

WHEREAS, The Fire Department has, after the conclusion of an extensive recruitment process, had qualified applicants choose to join other agencies who offer a higher hourly wage for Fire Recruits attending the Fire Academy; and

WHEREAS, the City completed a salary survey comparing the City's salary and benefits for Firefighter recruits with the salary and benefits paid by other Bay Area agencies. This City's current salary is significantly below other Bay Area agencies; and

WHEREAS, in order to recruit the most qualified applicants it is recommended to increase the hourly wage for Fire Recruits (Step 25 on the salary schedule) from \$14.42 an hour to \$25.75 an hour.

NOW, THEREFORE BE IT RESOLVED by the Council of the City of Alameda that the salary schedule of the International Association of Firefighters (IAFF) is hereby amended effective June 23, 2019 to establish the new salary rate for Fire Recruits (Step 25 of the Salary Range). The revised salary schedule is attached as Exhibit A.

**CITY OF ALAMEDA
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 689
EFFECTIVE JUNE 23, 2019**

CODE	CLASSIFICATION	ANNUAL							
		Academy STEP "25"	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
4520	Fire Captain						126,924	131,024	135,256
4505	Fire Apparatus Operator						118,731		
4500	Firefighter	53,560	74,971	80,130	85,794	91,156	98,824	103,755	109,036
Holiday-in-Lieu Pay (Suppression only) (MOU Sec 16)									
	Fire Captain						6,344.93	6,549.89	6,761.45
	Fire Apparatus Operator						5,935.36		
	Firefighter	2,677.46	3,747.80	4,005.70	4,288.84	4,556.89	4,940.21	5,186.71	5,450.71
Paramedic Program	Paramedic Assistant Differential FOR ALL CLASSIFICATIONS AND STEPS (MOU Sec 25.11 (a))					4,361.44			
	OR								
	Paramedic Differential (MOU Sec 25.11 (b))								
	Fire Captain						15,866.00	16,378.00	16,907.00
	Fire Apparatus Operator						14,841.00		
	Firefighter		9,371.00	10,016.00	10,724.00	11,395.00	12,353.00	12,969.00	13,630.00
Nonsuppression Duty Assignment (MOU Sec 12.1)									
	Fire Captain						22,212.00	22,929.00	23,670.00
	Fire Apparatus Operator						20,778.00		
	Firefighter		13,120.00	14,023.00	15,014.00	15,952.00	17,294.00	18,157.00	19,081.00
Fire Investigation Assignment (MOU Sec 25.12)									
	Fire Captain						6,346.20	6,551.20	6,762.80
	Fire Apparatus Operator						5,936.55		
	Firefighter		3,748.55	4,006.50	4,289.70	4,557.80	4,941.20	5,187.75	5,451.80
Career Development Incentive Program (MOU Sec 25.4) effective January 2013	Basic - Level 1 5 YEARS SERVICE (3%)								
	Fire Captain						3,807.72	3,930.72	4,057.68
	Fire Apparatus Operator						3,561.93		
	Firefighter							3,112.65	3,271.08
	OR								
	Intermediate - Level 2 10 YEARS SERVICE (3% plus 4%, compounded)								
	Fire Captain						9,036.99	9,328.91	9,630.23
	Fire Apparatus Operator						8,453.65		
	Firefighter								7,763.36
	OR								
	Advanced - Level 3 15 YEARS SERVICE (3% plus 4%, plus 5%, compounded)								
	Fire Captain						15,835.04	16,346.56	16,874.54
	Fire Apparatus Operator						14,812.88		
	Firefighter								13,603.33
Ambulance Differential (while so assigned) (MOU Sec 25.5)		HOURLY							
	Fire Captain								
	Fire Apparatus Operator					2.80828			
	Firefighter								

* * * * *

I, the undersigned, hereby certify that the foregoing Resolution was duly and regularly adopted and passed by the Council of the City of Alameda in a regular meeting assembled on the 18th day of June 2019, by the following vote to wit:

AYES

NOES:

ABSENT:

ABSTENTIONS:

IN WITNESS, WHEREOF, I have hereunto set my hand and affixed the seal of said City this 19th of June, 2019.

Lara Weisiger, City Clerk
City of Alameda

APPROVED AS TO FORM:

Yibin Shen, City Attorney
City of Alameda