

Effective 1/1/2024

4.5% COLA

City of Kirkland  
2024 IAFF Salary Table

GROUP /BU	JOB CLASS	Job Title	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
				FF1 -74%	FF2 - 77%	FF3 - 83%	FF4 - 91%	FF5 -100%
IAFF	3008	Firefighter	Hourly	\$ 37.17	\$ 38.67	\$ 41.69	\$ 45.71	\$ 50.23
IAFF	3008	Firefighter	Monthly	\$ 7,757.72	\$ 8,072.22	\$ 8,701.23	\$ 9,539.90	\$ 10,483.41
IAFF	3008	Firefighter	Annual	\$ 93,092.67	\$ 96,866.69	\$ 104,414.75	\$ 114,478.82	\$ 125,800.90
IAFF	3005	Fire Lieutenant	Hourly	\$ 55.25	\$ 57.76			
IAFF	3005	Fire Lieutenant	Monthly	\$ 11,531.75	\$ 12,055.92			
IAFF	3005	Fire Lieutenant	Annual	\$ 138,380.99	\$ 144,671.04			
IAFF	3210	Firefighter - MIH	Hourly	\$ 69.92				
IAFF	3210	Firefighter - MIH	Monthly	\$ 12,160.75				
IAFF	3210	Firefighter - MIH	Annual	\$ 145,929.05				
IAFF	3205	Fire Inspector	Hourly	\$ 69.92	\$ 72.94			
IAFF	3205	Fire Inspector	Monthly	\$ 12,160.75	\$ 12,684.92			
IAFF	3205	Fire Inspector	Annual	\$ 145,929.05	\$ 152,219.09			
IAFF	3211	Lieutenant (Training)	Hourly	\$ 72.94				
IAFF	3211	Lieutenant (Training)	Monthly	\$ 12,684.92				
IAFF	3211	Lieutenant (Training)	Annual	\$ 152,219.09				
IAFF	3006	Captain	Hourly	\$ 59.27	\$ 62.78			
IAFF	3006	Captain	Monthly	\$ 12,370.42	\$ 13,104.26			
IAFF	3006	Captain	Annual	\$ 148,445.07	\$ 157,251.13			
IAFF	3200	Captain (Training)	Hourly	\$ 74.74	\$ 78.96			
IAFF	3200	Captain (Training)	Monthly	\$ 12,999.43	\$ 13,733.27			
IAFF	3200	Captain (Training)	Annual	\$ 155,993.12	\$ 164,799.19			
IAFF	3201	Captain (EMS)	Hourly	\$ 74.74	\$ 78.96			
IAFF	3201	Captain (EMS)	Monthly	\$ 12,999.43	\$ 13,733.27			
IAFF	3201	Captain (EMS)	Annual	\$ 155,993.12	\$ 164,799.19			
IAFF	3202	Assistant Fire Marshal	Hourly	\$ 74.74	\$ 78.96			
IAFF	3202	Assistant Fire Marshal	Monthly	\$ 12,999.43	\$ 13,733.27			
IAFF	3202	Assistant Fire Marshal	Annual	\$ 155,993.12	\$ 164,799.19			
IAFF	3007	Battalion Chief	Hourly	\$ 66.80	\$ 70.32			
IAFF	3007	Battalion Chief	Monthly	\$ 13,942.93	\$ 14,676.77			
IAFF	3007	Battalion Chief	Annual	\$ 167,315.20	\$ 176,121.27			

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IAFF	3203	Fire Marshal	Hourly	\$ 83.79	\$ 88.00			
IAFF	3203	Fire Marshal	Monthly	\$ 14,571.94	\$ 15,305.78			
IAFF	3203	Fire Marshal	Annual	\$ 174,863.26	\$ 183,669.32			
IAFF	3204	Battalion Chief (Training)	Hourly	\$ 83.79	\$ 88.00			
IAFF	3204	Battalion Chief (Training)	Monthly	\$ 14,571.94	\$ 15,305.78			
IAFF	3204	Battalion Chief (Training)	Annual	\$ 174,863.26	\$ 183,669.32			
Acting Officer Pay * - FF = Lieutenant A pay grade								
Acting BC Pay ** - Captain = Battalion Chief A pay grade								

- Deputy Fire Marshal, Fire Inspector, Training Captain, EMS Captain, Assistant Fire Marshal, Fire Marshal, and Training Battalion Chief hourly rate is based on a 40 hour work week.
- Annual work hours computed by multiplying 48.00 hours/wk X 52.18 weeks. Hourly Rate = Monthly Rate X 12 months / 2504.64 annual work hours.
- Hazardous Materials pay example = (Base Pay (10,483.41 X 2%) = \$209.67 (round to \$210) SCBA Specialist Pay = (Base Pay (10,483.41 X 2%) = \$209.67 (round to \$210)
- \*Assigned the duties for a minimum of 6 hours per 24 hours shift, paid for actual hours worked as a Fire Lieutenant.
- \*\*Assigned the duties for a minimum of 6 hours per 24 shift, paid for actual hours, worked as a Battalion Chief.

- Longevity:**
- 5-9 completed years of service: 3% of Base Pay
  - 10-11 completed years of service: 4% of Base Pay
  - 12-15 completed years of service: 5% of Base Pay
  - 16-19 completed years of service: 6% of Base Pay
  - 20-24 completed years of service: 7% of Base Pay
  - 25-29 completed years of service: 8% of Base Pay
  - 30+ completed years of service: 11% of Base Pay