

**Alachua County Board of County Commissioners
FY24-25 Pay Plan-IAFF General Bargaining**

Annual Base Rates for Steps

CLASS CODE	Exempt OT	Title (with annual hours)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Longevity
4070	N	DRIVER OPERATOR (2496 annual hours)	\$ 52,839.07	\$ 54,424.03	\$ 56,057.16	\$ 57,739.22	\$ 59,471.19	\$ 61,255.08	\$ 63,093.14	\$ 64,985.11	\$ 66,935.23	\$ 68,943.01	\$ 71,011.20	\$ 73,142.04	\$ 2,500.00
3091	N	EMT (EMT/Driver) (2080 annual hours)	\$ 37,904.05	\$ 39,041.18	\$ 40,212.02	\$ 41,419.04	\$ 42,661.01	\$ 43,941.04	\$ 45,259.14	\$ 46,617.17	\$ 48,016.18	\$ 49,456.16	\$ 50,940.03	\$ 52,468.00	\$ 1,500.00
4080	N	FIREFIGHTER (CERTIFIED)(2496 annual hours)	\$ 47,947.16	\$ 49,385.11	\$ 50,866.23	\$ 52,392.04	\$ 53,964.02	\$ 55,583.17	\$ 57,251.00	\$ 58,968.00	\$ 60,737.16	\$ 62,559.00	\$ 64,436.24	\$ 66,369.14	\$ 2,000.00
4097	N	LIEUTENANT (2496 annual hours)	\$ 63,397.15	\$ 65,298.11	\$ 67,257.22	\$ 69,275.23	\$ 71,353.15	\$ 73,494.22	\$ 75,699.19	\$ 77,970.05	\$ 80,309.05	\$ 82,718.19	\$ 85,200.21	\$ 87,756.12	\$ 3,000.00
3101	N	PARAMEDIC (2080 annual hours)	\$ 51,397.01	\$ 52,939.12	\$ 54,527.20	\$ 56,163.12	\$ 57,848.13	\$ 59,583.06	\$ 61,371.02	\$ 63,212.03	\$ 65,108.16	\$ 67,061.07	\$ 69,073.06	\$ 71,145.15	\$ 2,500.00
3103	N	RESCUE LIEUTENANT 1 (2496 annual hours)	\$ 51,397.13	\$ 52,939.16	\$ 54,527.12	\$ 56,163.00	\$ 57,848.04	\$ 59,583.01	\$ 61,371.15	\$ 63,212.20	\$ 65,108.16	\$ 67,061.03	\$ 69,073.06	\$ 71,145.24	\$ 2,500.00
3103	N	RESCUE LIEUTENANT 1 (3328 annual hours)	\$ 51,397.30	\$ 52,939.16	\$ 54,527.28	\$ 56,163.00	\$ 57,848.29	\$ 59,583.18	\$ 61,371.32	\$ 63,212.03	\$ 65,108.33	\$ 67,061.20	\$ 69,073.31	\$ 71,145.32	\$ 2,500.00
3103	N	RESCUE LIEUTENANT 2 (2496 annual hours)	\$ 63,397.15	\$ 65,298.11	\$ 67,257.22	\$ 69,275.23	\$ 71,353.15	\$ 73,494.22	\$ 75,699.19	\$ 77,970.05	\$ 80,309.05	\$ 82,718.19	\$ 85,200.21	\$ 87,756.12	\$ 3,000.00

Hourly Base Rates for Steps

CLASS CODE	Exempt OT	Title (with annual hours)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
4070	N	DRIVER OPERATOR (2496 annual hours)	\$ 21.1695	\$ 21.8045	\$ 22.4588	\$ 23.1327	\$ 23.8266	\$ 24.5413	\$ 25.2777	\$ 26.0357	\$ 26.8170	\$ 27.6214	\$ 28.4500	\$ 29.3037
3091	N	EMT (EMT/Driver) (2080 annual hours)	\$ 18.2231	\$ 18.7698	\$ 19.3327	\$ 19.9130	\$ 20.5101	\$ 21.1255	\$ 21.7592	\$ 22.4121	\$ 23.0847	\$ 23.7770	\$ 24.4904	\$ 25.2250
4080	N	FIREFIGHTER (CERTIFIED)(2496 annual hours)	\$ 19.2096	\$ 19.7857	\$ 20.3791	\$ 20.9904	\$ 21.6202	\$ 22.2689	\$ 22.9371	\$ 23.6250	\$ 24.3338	\$ 25.0637	\$ 25.8158	\$ 26.5902
4097	N	LIEUTENANT (2496 annual hours)	\$ 25.3995	\$ 26.1611	\$ 26.9460	\$ 27.7545	\$ 28.5870	\$ 29.4448	\$ 30.3282	\$ 31.2380	\$ 32.1751	\$ 33.1403	\$ 34.1347	\$ 35.1587
3101	N	PARAMEDIC (2080 annual hours)	\$ 24.7101	\$ 25.4515	\$ 26.2150	\$ 27.0015	\$ 27.8116	\$ 28.6457	\$ 29.5053	\$ 30.3904	\$ 31.3020	\$ 32.2409	\$ 33.2082	\$ 34.2044
3103	N	RESCUE LIEUTENANT 1 (2496 annual hours)	\$ 20.5918	\$ 21.2096	\$ 21.8458	\$ 22.5012	\$ 23.1763	\$ 23.8714	\$ 24.5878	\$ 25.3254	\$ 26.0850	\$ 26.8674	\$ 27.6735	\$ 28.5037
3103	N	RESCUE LIEUTENANT 1 (3328 annual hours)	\$ 15.4439	\$ 15.9072	\$ 16.3844	\$ 16.8759	\$ 17.3823	\$ 17.9036	\$ 18.4409	\$ 18.9940	\$ 19.5638	\$ 20.1506	\$ 20.7552	\$ 21.3778
3103	N	RESCUE LIEUTENANT 2 (2496 annual hours)	\$ 25.3995	\$ 26.1611	\$ 26.9460	\$ 27.7545	\$ 28.5870	\$ 29.4448	\$ 30.3282	\$ 31.2380	\$ 32.1751	\$ 33.1403	\$ 34.1347	\$ 35.1587

\$8500-Paramedic Incentive FY24-25 (not included in base rates)

IAFF General Unit (No Step) Pay Plan

CLASS CODE	Exempt OT	Title (with annual hours)	Pay	Range	Minimum Hourly Rate	Annual Minimum
4080	N	FIREFIGHTER (TRAINEE) (2704 annual hours)	FBR	11	\$ 15.0000	\$ 40,560.00
3455	N	FIRE PREVENTION OFFICER I (NON-CERTIFIED) (2080 annual hrs)	FRB	16	\$ 22.8054	\$ 47,435.23
3456	N	FIRE PREVENTION OFFICER I (CERTIFIED) (2080 annual hrs)	FRB	16	\$ 22.8054	\$ 47,435.23