

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS



WAGE COMPARISON & SUPPORTING CHARTS

UPDATED 2024



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November 6, 2024

Mr. John Smith, President

IAFF Local A

Address

Dear President Smith,

In response to your request, please find the attached wage exhibits and supporting charts prepared from the IAFF jurisdictions requested.

The exhibits include pay comparisons for seven points in time - entry pay, year 6 (which is after 5 years of service), year 11, year 16, year 21, 20-year averages and maximum base salary. Please be aware that these exhibits are for the rank of firefighter. It is also important to note that the positive percentages listed at the bottom of the columns indicate the lag between Local A and the average while the negative percentages indicate where Local A is ahead of the average.

If you have any questions, please feel free to contact me.

Fraternally,

Research Analyst

Collective Bargaining Department

1750 New York Avenue NW
Washington, D.C. 20006

IAFF.ORG

Compensation Comparison for Year 1 of Service

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Jurisdiction	Effective Date	Base Salary	Longevity Pay	Shift Differential	Uniform Allowance	Maint. Allowance	Holiday Pay	Other Allowance	Total Compensation	Scheduled Hours	Leave Hours	Holiday Hours	Personal Hours	Total Hours Worked	Cost Per Hour
Local B	05/01/17	\$70,201	\$0	\$0	\$0	\$300	\$1,284	\$0	\$71,785	2,598	120	0	0	2,478	\$28.97
Local C	05/01/17	\$65,355	\$0	\$0	\$0	\$0	\$916	\$0	\$66,271	2,654	96	96	0	2,462	\$26.92
Local D	01/01/17	\$56,991	\$0	\$0	\$0	\$0	\$1,523	\$0	\$58,514	2,701	0	24	0	2,677	\$21.86
Local E	01/01/16	\$54,844	\$0	\$0	\$0	\$0	\$431	\$0	\$55,275	2,597	120	0	0	2,477	\$22.32
Local F	05/01/17	\$61,040	\$0	\$0	\$0	\$425	\$240	\$0	\$61,705	2,607	120	0	0	2,487	\$24.81
Local G	07/03/16	\$51,979	\$0	\$0	\$0	\$50	\$350	\$700	\$53,079	2,920	144	135	0	2,641	\$20.10
Local H	07/01/11	\$44,734	\$0	\$0	\$0	\$380	\$1,721	\$750	\$47,585	2,920	112	0	168	2,640	\$18.02
Local I	01/01/17	\$48,501	\$0	\$0	\$0	\$0	\$361	\$100	\$48,962	2,503	96	144	0	2,263	\$21.64
Local J	12/30/16	\$53,778	\$0	\$0	\$750	\$0	\$0	\$0	\$54,528	2,920	72	72	16	2,760	\$19.76
Local K	01/01/17	\$46,113	\$0	\$0	\$600	\$0	\$2,441	\$0	\$49,154	2,727	144	0	0	2,583	\$19.03

Average		\$55,353							\$56,685						\$22.34
Local A	05/01/17	\$54,314	\$0	\$0	\$150	\$0	\$1,655	\$0	\$56,119	2,720	72	0	24	2,624	\$21.39
Local A's Lag		1.9%							1.0%						4.5%

Compensation Comparison for Year 6 of Service

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Jurisdiction	Effective Date	Base Salary	Longevity Pay	Shift Differential	Uniform Allowance	Maint. Allowance	Holiday Pay	Other Allowance	Total Compensation	Scheduled Hours	Leave Hours	Holiday Hours	Personal Hours	Total Hours Worked	Cost Per Hour
Local B	05/01/17	\$93,933	\$900	\$0	\$0	\$300	\$1,668	\$0	\$96,801	2,598	192	0	0	2,406	\$40.23
Local C	05/01/17	\$87,664	\$0	\$0	\$0	\$0	\$1,193	\$0	\$88,857	2,654	168	96	0	2,390	\$37.18
Local D	01/01/17	\$68,882	\$1,378	\$0	\$0	\$0	\$1,841	\$0	\$72,101	2,701	120	24	0	2,557	\$28.20
Local E	01/01/16	\$78,894	\$0	\$0	\$0	\$0	\$620	\$0	\$79,514	2,597	120	0	0	2,477	\$32.10
Local F	05/01/17	\$92,707	\$450	\$0	\$0	\$425	\$354	\$0	\$93,936	2,607	192	0	0	2,415	\$38.90
Local G	07/03/16	\$61,734	\$365	\$0	\$0	\$50	\$350	\$700	\$63,199	2,920	192	135	0	2,593	\$24.37
Local H	07/01/11	\$62,779	\$1,256	\$0	\$0	\$380	\$2,415	\$750	\$67,580	2,920	224	0	168	2,528	\$26.73
Local I	01/01/17	\$66,079	\$400	\$0	\$0	\$0	\$487	\$100	\$67,066	2,503	120	144	0	2,239	\$29.95
Local J	12/30/16	\$67,927	\$0	\$0	\$750	\$0	\$0	\$0	\$68,677	2,920	144	72	16	2,688	\$25.55
Local K	01/01/17	\$72,411	\$120	\$0	\$600	\$0	\$3,833	\$0	\$76,964	2,727	144	0	0	2,583	\$29.80

Average		\$75,301							\$77,469						\$31.30
Local A	05/01/17	\$74,173	\$3,717	\$0	\$150	\$0	\$2,219	\$0	\$80,259	2,720	120	0	24	2,576	\$31.16
Local A's Lag		1.5%							-3.5%						.5%

Compensation Comparison for Year 11 of Service

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Jurisdiction	Effective Date	Base Salary	Longevity Pay	Shift Differential	Uniform Allowance	Maint. Allowance	Holiday Pay	Other Allowance	Total Compensation	Scheduled Hours	Leave Hours	Holiday Hours	Personal Hours	Total Hours Worked	Cost Per Hour
Local B	05/01/17	\$93,933	\$1,000	\$0	\$0	\$300	\$1,652	\$0	\$96,885	2,598	216	0	0	2,382	\$40.67
Local C	05/01/17	\$87,664	\$0	\$0	\$0	\$0	\$1,193	\$0	\$88,857	2,654	168	96	0	2,390	\$37.18
Local D	01/01/17	\$70,948	\$2,838	\$0	\$0	\$0	\$1,896	\$0	\$75,682	2,701	168	24	0	2,509	\$30.16
Local E	01/01/16	\$83,973	\$840	\$0	\$0	\$0	\$647	\$0	\$85,460	2,597	168	0	0	2,429	\$35.18
Local F	05/01/17	\$92,707	\$600	\$0	\$0	\$425	\$347	\$0	\$94,079	2,607	240	0	0	2,367	\$39.75
Local G	07/03/16	\$63,918	\$540	\$0	\$0	\$50	\$350	\$700	\$65,558	2,920	216	135	0	2,569	\$25.52
Local H	07/01/11	\$62,779	\$2,511	\$0	\$0	\$380	\$2,415	\$750	\$68,835	2,920	224	0	168	2,528	\$27.23
Local I	01/01/17	\$66,079	\$800	\$0	\$0	\$0	\$482	\$100	\$67,461	2,503	120	144	0	2,239	\$30.13
Local J	12/30/16	\$67,927	\$0	\$0	\$750	\$0	\$0	\$0	\$68,677	2,920	216	72	16	2,616	\$26.25
Local K	01/01/17	\$72,411	\$240	\$0	\$600	\$0	\$3,833	\$0	\$77,084	2,727	216	0	0	2,511	\$30.70

Average		\$76,233							\$78,857						\$32.28
Local A	05/01/17	\$74,173	\$5,182	\$0	\$150	\$0	\$2,178	\$0	\$81,683	2,720	168	0	24	2,528	\$32.31
Local A's Lag		2.8%							-3.5%						-.1%

Compensation Comparison for Year 16 of Service

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Jurisdiction	Effective Date	Base Salary	Longevity Pay	Shift Differential	Uniform Allowance	Maint. Allowance	Holiday Pay	Other Allowance	Total Compensation	Scheduled Hours	Leave Hours	Holiday Hours	Personal Hours	Total Hours Worked	Cost Per Hour
Local B	05/01/17	\$93,933	\$1,100	\$0	\$0	\$300	\$1,635	\$0	\$96,968	2,598	240	0	0	2,358	\$41.12
Local C	05/01/17	\$87,664	\$0	\$0	\$0	\$0	\$1,157	\$0	\$88,821	2,654	240	96	0	2,318	\$38.32
Local D	01/01/17	\$70,948	\$4,257	\$0	\$0	\$0	\$1,896	\$0	\$77,101	2,701	240	24	0	2,437	\$31.64
Local E	01/01/16	\$83,973	\$2,519	\$0	\$0	\$0	\$628	\$0	\$87,120	2,597	240	0	0	2,357	\$36.96
Local F	05/01/17	\$92,707	\$900	\$0	\$0	\$425	\$336	\$0	\$94,368	2,607	312	0	0	2,295	\$41.12
Local G	07/03/16	\$63,918	\$690	\$0	\$0	\$50	\$350	\$700	\$65,708	2,920	240	135	0	2,545	\$25.82
Local H	07/01/11	\$62,779	\$3,767	\$0	\$0	\$380	\$2,415	\$750	\$70,091	2,920	280	0	168	2,472	\$28.35
Local I	01/01/17	\$66,079	\$1,200	\$0	\$0	\$0	\$471	\$100	\$67,850	2,503	192	144	0	2,167	\$31.31
Local J	12/30/16	\$67,927	\$0	\$0	\$750	\$0	\$0	\$0	\$68,677	2,920	240	72	16	2,592	\$26.50
Local K	01/01/17	\$72,411	\$360	\$0	\$600	\$0	\$3,833	\$0	\$77,204	2,727	288	0	0	2,439	\$31.65

Average		\$76,233							\$79,390						\$33.28
Local A	05/01/17	\$74,173	\$6,674	\$0	\$150	\$0	\$2,116	\$0	\$83,113	2,720	240	0	24	2,456	\$33.84
Local A's Lag		2.8%							-4.5%						-1.7%

Compensation Comparison for Year 21 of Service

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Jurisdiction	Effective Date	Base Salary	Longevity Pay	Shift Differential	Uniform Allowance	Maint. Allowance	Holiday Pay	Other Allowance	Total Compensation	Scheduled Hours	Leave Hours	Holiday Hours	Personal Hours	Total Hours Worked	Cost Per Hour
Local B	05/01/17	\$93,933	\$1,600	\$0	\$0	\$300	\$1,618	\$0	\$97,451	2,598	264	0	0	2,334	\$41.75
Local C	05/01/17	\$87,664	\$1,400	\$0	\$0	\$0	\$1,133	\$0	\$90,197	2,654	288	96	0	2,270	\$39.73
Local D	01/01/17	\$70,948	\$6,385	\$0	\$0	\$0	\$1,896	\$0	\$79,229	2,701	264	24	0	2,413	\$32.83
Local E	01/01/16	\$83,973	\$3,359	\$0	\$0	\$0	\$622	\$0	\$87,954	2,597	264	0	0	2,333	\$37.70
Local F	05/01/17	\$92,707	\$1,200	\$0	\$0	\$425	\$336	\$0	\$94,668	2,607	312	0	0	2,295	\$41.25
Local G	07/03/16	\$63,918	\$840	\$0	\$0	\$50	\$350	\$700	\$65,858	2,920	264	135	0	2,521	\$26.12
Local H	07/01/11	\$62,779	\$5,022	\$0	\$0	\$380	\$2,415	\$750	\$71,346	2,920	280	0	168	2,472	\$28.86
Local I	01/01/17	\$66,079	\$1,600	\$0	\$0	\$0	\$456	\$100	\$68,235	2,503	240	144	24	2,095	\$32.57
Local J	12/30/16	\$67,927	\$0	\$0	\$750	\$0	\$0	\$0	\$68,677	2,920	288	72	16	2,544	\$27.00
Local K	01/01/17	\$72,411	\$480	\$0	\$600	\$0	\$3,833	\$0	\$77,324	2,727	288	0	0	2,439	\$31.70

Average		\$76,233							\$80,093						\$33.95
Local A	05/01/17	\$74,173	\$10,391	\$0	\$150	\$0	\$2,074	\$0	\$86,788	2,720	288	0	24	2,408	\$36.04
Local A's Lag		2.8%							-7.7%						-5.8%

Compensation Comparison for Twenty Year Averages

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Jurisdiction	Effective Date	Base Salary	Longevity Pay	Shift Differential	Uniform Allowance	Maint. Allowance	Holiday Pay	Other Allowance	Total Compensation	Scheduled Hours	Leave Hours	Holiday Hours	Personal Hours	Total Hours Worked	Cost Per Hour
Local B	05/01/17	\$91,260	\$750	\$0	\$0	\$300	\$1,614	\$0	\$93,925	2,598	199	0	0	2,399	\$39.21
Local C	05/01/17	\$84,403	\$200	\$0	\$0	\$0	\$1,145	\$0	\$85,748	2,654	173	96	0	2,385	\$36.01
Local D	01/01/17	\$68,574	\$2,122	\$0	\$0	\$0	\$1,833	\$0	\$72,529	2,701	169	23	0	2,509	\$28.97
Local E	01/01/16	\$79,302	\$840	\$0	\$0	\$0	\$609	\$0	\$80,750	2,597	175	0	0	2,422	\$33.41
Local F	05/01/17	\$88,702	\$488	\$0	\$0	\$425	\$335	\$0	\$89,949	2,607	220	0	0	2,387	\$37.79
Local G	07/03/16	\$61,591	\$399	\$0	\$0	\$50	\$350	\$700	\$63,090	2,920	198	135	0	2,587	\$24.41
Local H	07/01/11	\$59,702	\$1,939	\$0	\$0	\$380	\$2,297	\$750	\$65,068	2,920	221	0	168	2,531	\$25.77
Local I	01/01/17	\$63,701	\$600	\$0	\$0	\$0	\$461	\$100	\$64,862	2,503	149	144	1	2,209	\$29.40
Local J	12/30/16	\$66,654	\$0	\$0	\$750	\$0	\$0	\$0	\$67,404	2,920	199	72	16	2,633	\$25.63
Local K	01/01/17	\$69,115	\$216	\$0	\$600	\$0	\$3,659	\$0	\$73,590	2,727	205	0	0	2,522	\$29.23

Average		\$73,300							\$75,691						\$30.98
Local A	05/01/17	\$72,256	\$3,893	\$0	\$150	\$0	\$2,125	\$0	\$78,424	2,720	162	0	24	2,534	\$31.01
Local A's Lag		1.4%							-3.5%						-.1%

Compensation Comparison for Maximum Base Salary

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Jurisdiction	Effective Date	Year	Base Salary	Longevity Pay	Shift Differential	Uniform Allowance	Maint. Allowance	Holiday Pay	Other Allowance	Total Compensation	Scheduled Hours	Leave Hours	Holiday Hours	Personal Hours	Total Hours Worked	Cost Per Hour
Local B	05/01/17	5	\$93,933	\$0	\$0	\$0	\$300	\$1,668	\$0	\$95,901	2,598	192	0	0	2,406	\$39.86
Local C	05/01/17	6	\$87,664	\$0	\$0	\$0	\$0	\$1,193	\$0	\$88,857	2,654	168	96	0	2,390	\$37.18
Local D	01/01/17	9	\$70,948	\$1,419	\$0	\$0	\$0	\$1,896	\$0	\$74,263	2,701	168	24	0	2,509	\$29.60
Local E	01/01/16	7	\$83,973	\$0	\$0	\$0	\$0	\$647	\$0	\$84,620	2,597	168	0	0	2,429	\$34.84
Local F	05/01/17	5	\$92,707	\$0	\$0	\$0	\$425	\$364	\$0	\$93,496	2,607	120	0	0	2,487	\$37.59
Local G	07/03/16	11	\$63,918	\$540	\$0	\$0	\$50	\$350	\$700	\$65,558	2,920	216	135	0	2,569	\$25.52
Local H	07/01/11	6	\$62,779	\$1,256	\$0	\$0	\$380	\$2,415	\$750	\$67,580	2,920	224	0	168	2,528	\$26.73
Local I	01/01/17	5	\$66,079	\$0	\$0	\$0	\$0	\$487	\$100	\$66,666	2,503	120	144	0	2,239	\$29.77
Local J	12/30/16	4	\$67,927	\$0	\$0	\$750	\$0	\$0	\$0	\$68,677	2,920	144	72	16	2,688	\$25.55
Local K	01/01/17	5	\$72,411	\$0	\$0	\$600	\$0	\$3,833	\$0	\$76,844	2,727	144	0	0	2,583	\$29.75

Average			\$76,233							\$78,246						\$31.64
Local A	05/01/17	4	\$74,173	\$0	\$0	\$150	\$0	\$2,219	\$0	\$76,542	2,720	120	0	24	2,576	\$29.71
Local A's Lag			2.8%							2.2%						6.5%



SUMMARY OF EXHIBITS

December 6, 2017

IAFF – LOCAL A

For wage comparisons, below please find a summary of the attached exhibits.
Jurisdictions requested:

Jurisdiction	Effective Date
<i>Local A</i>	05/01/17
<i>Local B</i>	01/01/17
<i>Local C</i>	05/01/17
<i>Local D</i>	01/01/17
<i>Local E</i>	01/01/16
<i>Local F</i>	05/01/17
<i>Local G</i>	01/01/17
<i>Local H</i>	01/01/16
<i>Local I</i>	07/01/17
<i>Local J</i>	07/02/17



SUMMARY OF EXHIBITS

December 6, 2017

IAFF – LOCAL A

The tables below present the variances calculated. Positive percentages indicate a lag between Local A and the average of the comparative jurisdictions. The negative percentages indicate where Local A is ahead of the average.

The percentage reflects the difference in the average between the Locals represented in the comparison group and Local A.

Base Salary							
	<i>Year 1</i>	<i>Year 6</i>	<i>Year 11</i>	<i>Year 16</i>	<i>Year 21</i>	<i>Twenty year average</i>	<i>Maximum Base Salary</i>
<i>Jurisdictions' average Base Salary</i>	\$55,613	\$75,639	\$76,577	\$76,577	\$76,577	\$73,629	\$76,577
<i>Local A Base Salary</i>	\$54,314	\$74,173	\$74,173	\$74,173	\$74,173	\$72,256	\$74,173
<i>Local A's Variance</i>	2.4%	2.0%	3.2%	3.2%	3.2%	1.9%	3.2%

Total Compensation							
	<i>Year 1</i>	<i>Year 6</i>	<i>Year 11</i>	<i>Year 16</i>	<i>Year 21</i>	<i>Twenty year average</i>	<i>Maximum Base Salary</i>
<i>Jurisdictions' average Total Compensation</i>	\$56,891	\$77,751	\$79,216	\$79,753	\$80,460	\$76,017	\$78,534
<i>Local A Total Compensation</i>	\$56,119	\$80,259	\$81,683	\$83,113	\$86,788	\$78,424	\$76,542
<i>City A's Variance</i>	1.4%	-3.1%	-3.0%	-4.0%	-7.3%	-3.1%	2.6%

“Total Compensation” is inclusive of baseline FF salary, longevity, shift differential, uniform allowance, maintenance allowance, holiday pay and any other allowances to which ALL firefighters are entitled.



SUMMARY OF EXHIBITS

December 6, 2017

IAFF – LOCAL A

Cost per Hour							
	<i>Year 1</i>	<i>Year 6</i>	<i>Year 11</i>	<i>Year 16</i>	<i>Year 21</i>	<i>Twenty year avg</i>	<i>Maximum Base Salary</i>
<i>Jurisdictions' average Cost Per Hour</i>	\$22.43	\$31.43	\$32.43	\$33.44	\$34.12	\$31.13	\$31.77
<i>Local A Cost Per Hour</i>	\$21.39	\$31.16	\$32.31	\$33.84	\$36.04	\$31.01	\$29.71
<i>Local A's Variance</i>	4.9%	0.9%	0.4%	-1.2%	-5.3%	0.4%	6.9%

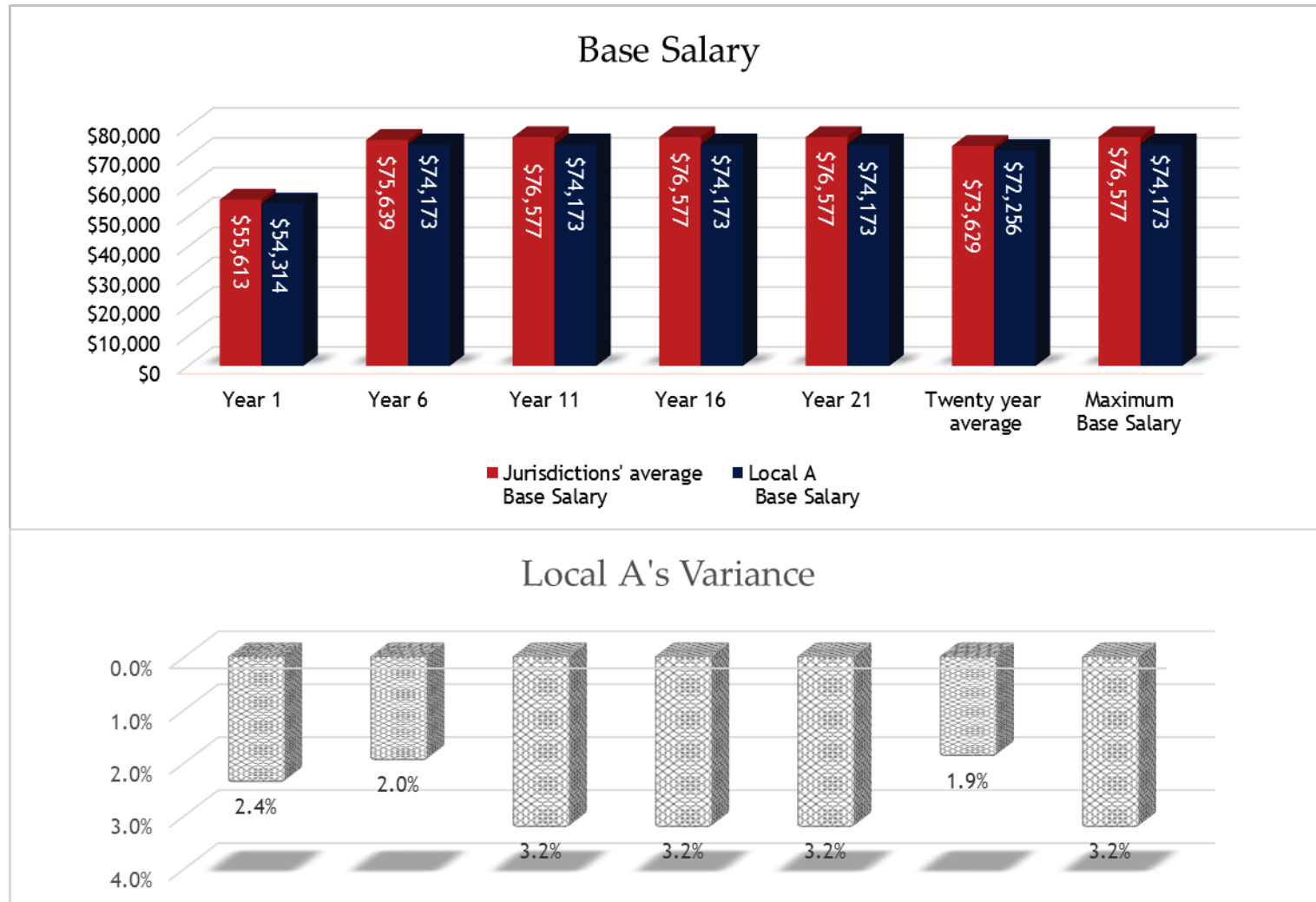
“Cost per Hour” divides the Total Compensation by leave entitlements that ALL firefighters receive throughout their career.



SUMMARY OF EXHIBITS

December 6, 2017

IAFF – LOCAL A



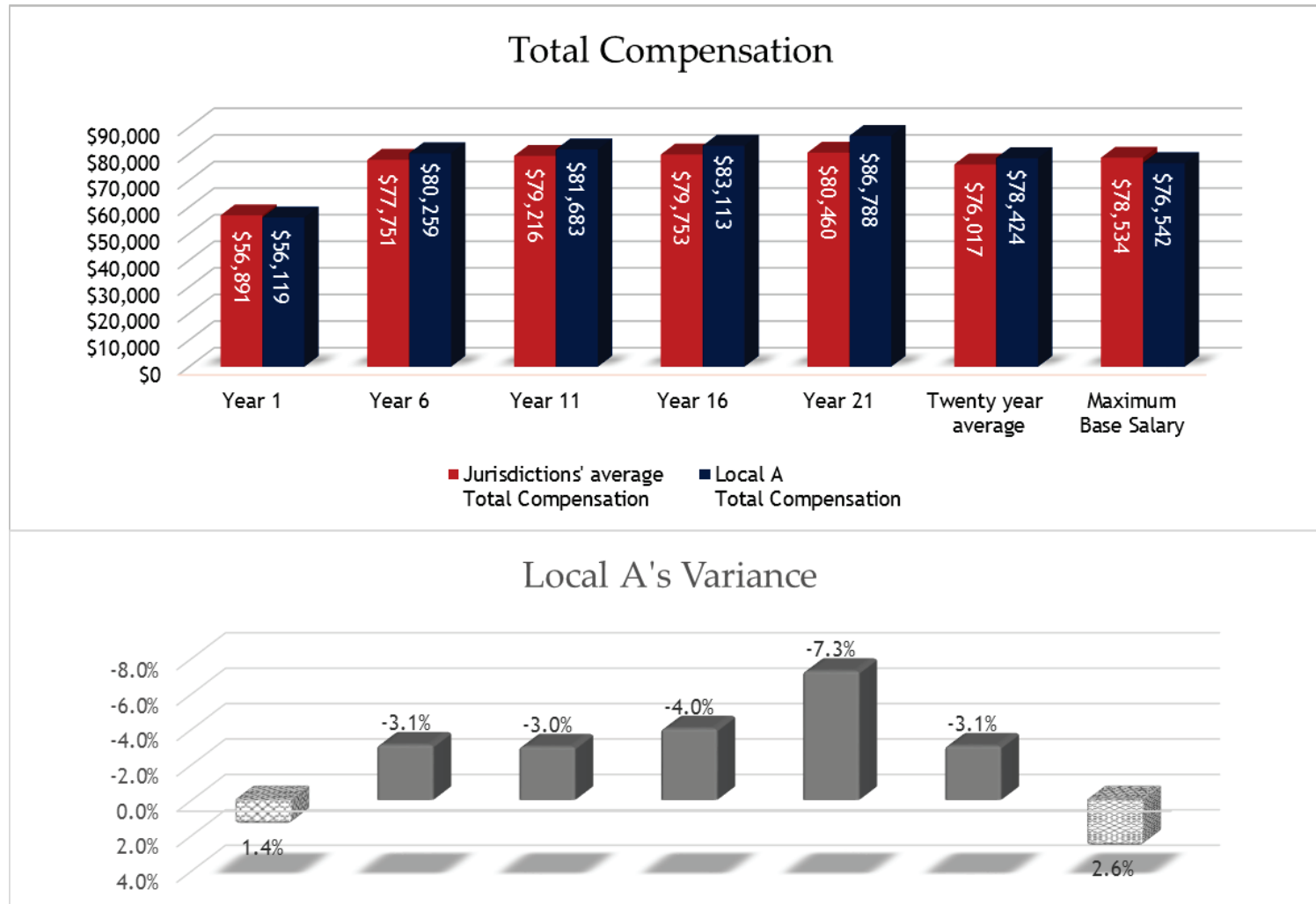
The positive percentages are shaded and indicate where Local A is behind the average.



SUMMARY OF EXHIBITS

December 6, 2017

IAFF – LOCAL A



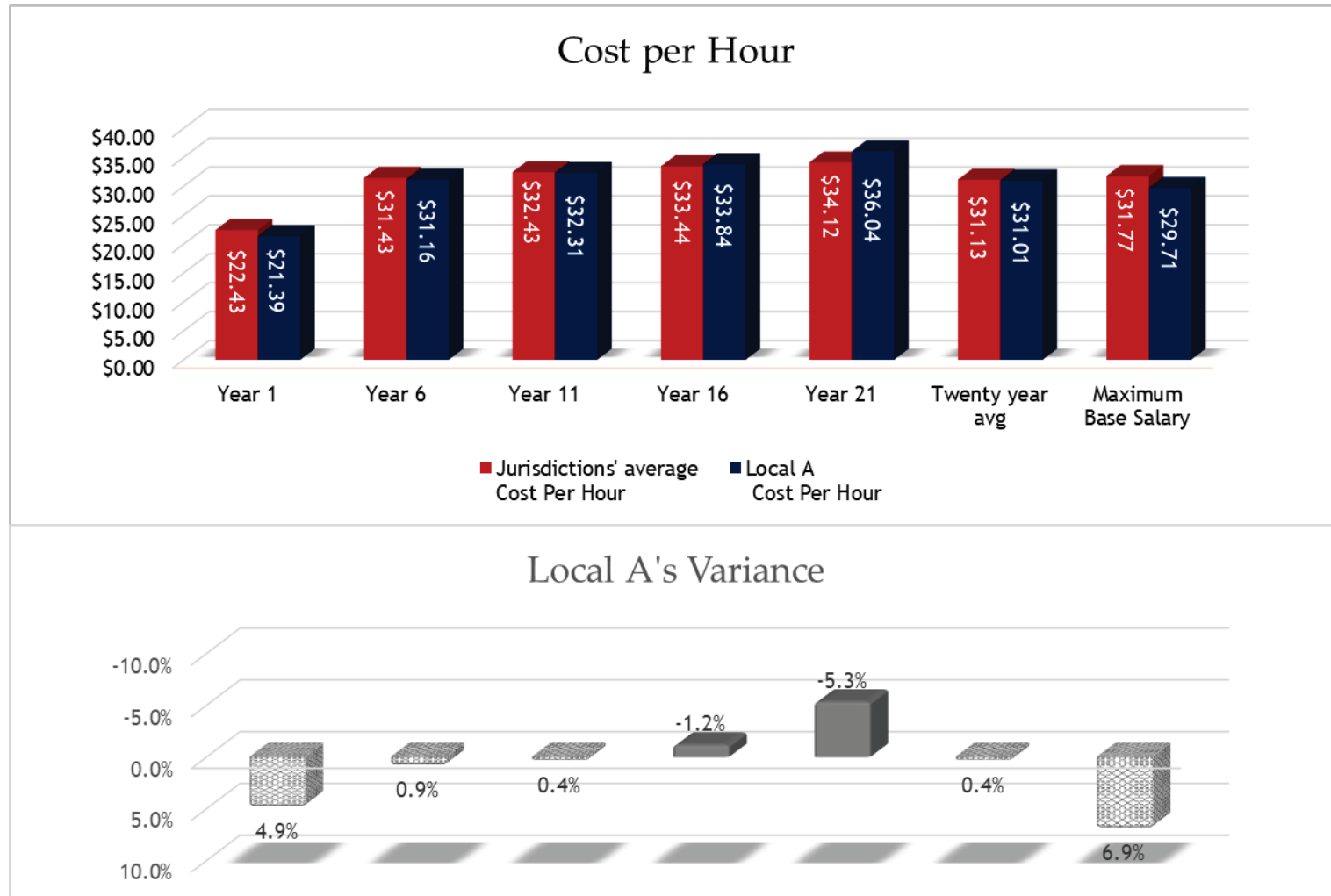
The positive percentages are shaded and indicate where Local A is behind the average, while the negative percentages are solid and show where Local A is ahead of the average.



SUMMARY OF EXHIBITS

December 6, 2017

IAFF – LOCAL A



The positive percentages are shaded and indicate where Local A is behind the average, while the negative percentages are solid and show where Local A is ahead of the average.



INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

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