

City of Bessemer

OFFICIAL FIREFIGHTER SALARY SCHEDULE

November 1, 2025

**THE PERSONNEL BOARD OF JEFFERSON COUNTY
2121 8TH AVENUE NORTH, SUITE 100
BIRMINGHAM, AL 35203**

**I hereby certify this to be a true and correct salary schedule as
generated by the Personnel Board of Jefferson County**



Jeffrey Crenshaw, Personnel Board Director

2%

**CITY OF BESSEMER
FIREFIGHTER RATES
Effective 11/01/2025
(Based on 2704 Annual Hours)**

Acknowledged by Board on 12/4/2025

Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	PREM 1	PREM 2	PREM 3
17F	hourly	14.8154	15.5615	16.3385	17.1538	18.0154	18.9154	19.8615	20.8538	21.8923	22.9923	24.1385	25.3462	26.6154
	bi-weekly	1,540.80	1,618.40	1,699.20	1,784.00	1,873.60	1,967.20	2,065.60	2,168.80	2,276.80	2,391.20	2,510.40	2,636.00	2,768.00
	semi-monthly	1,669.20	1,753.27	1,840.80	1,932.67	2,029.73	2,131.13	2,237.73	2,349.53	2,466.53	2,590.47	2,719.60	2,855.67	2,998.67
	monthly	3,338.40	3,506.53	3,681.60	3,865.33	4,059.47	4,262.27	4,475.47	4,699.07	4,933.07	5,180.93	5,439.20	5,711.33	5,997.33
	annually	40,060.80	42,078.40	44,179.20	46,384.00	48,713.60	51,147.20	53,705.60	56,388.80	59,196.80	62,171.20	65,270.40	68,536.00	71,968.00
18F	hourly	15.5615	16.3385	17.1538	18.0154	18.9154	19.8615	20.8538	21.8923	22.9923	24.1385	25.3462	26.6154	27.9462
	bi-weekly	1,618.40	1,699.20	1,784.00	1,873.60	1,967.20	2,065.60	2,168.80	2,276.80	2,391.20	2,510.40	2,636.00	2,768.00	2,906.40
	semi-monthly	1,753.27	1,840.80	1,932.67	2,029.73	2,131.13	2,237.73	2,349.53	2,466.53	2,590.47	2,719.60	2,855.67	2,998.67	3,148.60
	monthly	3,506.53	3,681.60	3,865.33	4,059.47	4,262.27	4,475.47	4,699.07	4,933.07	5,180.93	5,439.20	5,711.33	5,997.33	6,297.20
	annually	42,078.40	44,179.20	46,384.00	48,713.60	51,147.20	53,705.60	56,388.80	59,196.80	62,171.20	65,270.40	68,536.00	71,968.00	75,566.40
19F	hourly	16.3385	17.1538	18.0154	18.9154	19.8615	20.8538	21.8923	22.9923	24.1385	25.3462	26.6154	27.9462	29.3385
	bi-weekly	1,699.20	1,784.00	1,873.60	1,967.20	2,065.60	2,168.80	2,276.80	2,391.20	2,510.40	2,636.00	2,768.00	2,906.40	3,051.20
	semi-monthly	1,840.80	1,932.67	2,029.73	2,131.13	2,237.73	2,349.53	2,466.53	2,590.47	2,719.60	2,855.67	2,998.67	3,148.60	3,305.47
	monthly	3,681.60	3,865.33	4,059.47	4,262.27	4,475.47	4,699.07	4,933.07	5,180.93	5,439.20	5,711.33	5,997.33	6,297.20	6,610.93
	annually	44,179.20	46,384.00	48,713.60	51,147.20	53,705.60	56,388.80	59,196.80	62,171.20	65,270.40	68,536.00	71,968.00	75,566.40	79,331.20
20F	hourly	17.1538	18.0154	18.9154	19.8615	20.8538	21.8923	22.9923	24.1385	25.3462	26.6154	27.9462	29.3385	30.8077
	bi-weekly	1,784.00	1,873.60	1,967.20	2,065.60	2,168.80	2,276.80	2,391.20	2,510.40	2,636.00	2,768.00	2,906.40	3,051.20	3,204.00
	semi-monthly	1,932.67	2,029.73	2,131.13	2,237.73	2,349.53	2,466.53	2,590.47	2,719.60	2,855.67	2,998.67	3,148.60	3,305.47	3,471.00
	monthly	3,865.33	4,059.47	4,262.27	4,475.47	4,699.07	4,933.07	5,180.93	5,439.20	5,711.33	5,997.33	6,297.20	6,610.93	6,942.00
	annually	46,384.00	48,713.60	51,147.20	53,705.60	56,388.80	59,196.80	62,171.20	65,270.40	68,536.00	71,968.00	75,566.40	79,331.20	83,304.00
21F	hourly	18.0154	18.9154	19.8615	20.8538	21.8923	22.9923	24.1385	25.3462	26.6154	27.9462	29.3385	30.8077	32.3462
	bi-weekly	1,873.60	1,967.20	2,065.60	2,168.80	2,276.80	2,391.20	2,510.40	2,636.00	2,768.00	2,906.40	3,051.20	3,204.00	3,364.00
	semi-monthly	2,029.73	2,131.13	2,237.73	2,349.53	2,466.53	2,590.47	2,719.60	2,855.67	2,998.67	3,148.60	3,305.47	3,471.00	3,644.33
	monthly	4,059.47	4,262.27	4,475.47	4,699.07	4,933.07	5,180.93	5,439.20	5,711.33	5,997.33	6,297.20	6,610.93	6,942.00	7,288.67
	annually	48,713.60	51,147.20	53,705.60	56,388.80	59,196.80	62,171.20	65,270.40	68,536.00	71,968.00	75,566.40	79,331.20	83,304.00	87,464.00
22F	hourly	18.9154	19.8615	20.8538	21.8923	22.9923	24.1385	25.3462	26.6154	27.9462	29.3385	30.8077	32.3462	33.9692
	bi-weekly	1,967.20	2,065.60	2,168.80	2,276.80	2,391.20	2,510.40	2,636.00	2,768.00	2,906.40	3,051.20	3,204.00	3,364.00	3,532.80
	semi-monthly	2,131.13	2,237.73	2,349.53	2,466.53	2,590.47	2,719.60	2,855.67	2,998.67	3,148.60	3,305.47	3,471.00	3,644.33	3,827.20
	monthly	4,262.27	4,475.47	4,699.07	4,933.07	5,180.93	5,439.20	5,711.33	5,997.33	6,297.20	6,610.93	6,942.00	7,288.67	7,654.40
	annually	51,147.20	53,705.60	56,388.80	59,196.80	62,171.20	65,270.40	68,536.00	71,968.00	75,566.40	79,331.20	83,304.00	87,464.00	91,852.80
23F	hourly	19.8615	20.8538	21.8923	22.9923	24.1385	25.3462	26.6154	27.9462	29.3385	30.8077	32.3462	33.9692	35.6615
	bi-weekly	2,065.60	2,168.80	2,276.80	2,391.20	2,510.40	2,636.00	2,768.00	2,906.40	3,051.20	3,204.00	3,364.00	3,532.80	3,708.80
	semi-monthly	2,237.73	2,349.53	2,466.53	2,590.47	2,719.60	2,855.67	2,998.67	3,148.60	3,305.47	3,471.00	3,644.33	3,827.20	4,017.87
	monthly	4,475.47	4,699.07	4,933.07	5,180.93	5,439.20	5,711.33	5,997.33	6,297.20	6,610.93	6,942.00	7,288.67	7,654.40	8,035.73
	annually	53,705.60	56,388.80	59,196.80	62,171.20	65,270.40	68,536.00	71,968.00	75,566.40	79,331.20	83,304.00	87,464.00	91,852.80	96,428.80

**CITY OF BESSEMER
FIREFIGHTER RATES
Effective 11/01/2025
(Based on 2704 Annual Hours)**

Acknowledged by Board on 12/4/2025

Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	PREM 1	PREM 2	PREM 3
24F	hourly	20.8538	21.8923	22.9923	24.1385	25.3462	26.6154	27.9462	29.3385	30.8077	32.3462	33.9692	35.6615	37.4462
	bi-weekly	2,168.80	2,276.80	2,391.20	2,510.40	2,636.00	2,768.00	2,906.40	3,051.20	3,204.00	3,364.00	3,532.80	3,708.80	3,894.40
	semi-monthly	2,349.53	2,466.53	2,590.47	2,719.60	2,855.67	2,998.67	3,148.60	3,305.47	3,471.00	3,644.33	3,827.20	4,017.87	4,218.93
	monthly	4,699.07	4,933.07	5,180.93	5,439.20	5,711.33	5,997.33	6,297.20	6,610.93	6,942.00	7,288.67	7,654.40	8,035.73	8,437.87
	annually	56,388.80	59,196.80	62,171.20	65,270.40	68,536.00	71,968.00	75,566.40	79,331.20	83,304.00	87,464.00	91,852.80	96,428.80	101,254.40
25F	hourly	21.8923	22.9923	24.1385	25.3462	26.6154	27.9462	29.3385	30.8077	32.3462	33.9692	35.6615	37.4462	39.3231
	bi-weekly	2,276.80	2,391.20	2,510.40	2,636.00	2,768.00	2,906.40	3,051.20	3,204.00	3,364.00	3,532.80	3,708.80	3,894.40	4,089.60
	semi-monthly	2,466.53	2,590.47	2,719.60	2,855.67	2,998.67	3,148.60	3,305.47	3,471.00	3,644.33	3,827.20	4,017.87	4,218.93	4,430.40
	monthly	4,933.07	5,180.93	5,439.20	5,711.33	5,997.33	6,297.20	6,610.93	6,942.00	7,288.67	7,654.40	8,035.73	8,437.87	8,860.80
	annually	59,196.80	62,171.20	65,270.40	68,536.00	71,968.00	75,566.40	79,331.20	83,304.00	87,464.00	91,852.80	96,428.80	101,254.40	106,329.60
26F	hourly	22.9923	24.1385	25.3462	26.6154	27.9462	29.3385	30.8077	32.3462	33.9692	35.6615	37.4462	39.3231	41.2846
	bi-weekly	2,391.20	2,510.40	2,636.00	2,768.00	2,906.40	3,051.20	3,204.00	3,364.00	3,532.80	3,708.80	3,894.40	4,089.60	4,293.60
	semi-monthly	2,590.47	2,719.60	2,855.67	2,998.67	3,148.60	3,305.47	3,471.00	3,644.33	3,827.20	4,017.87	4,218.93	4,430.40	4,651.40
	monthly	5,180.93	5,439.20	5,711.33	5,997.33	6,297.20	6,610.93	6,942.00	7,288.67	7,654.40	8,035.73	8,437.87	8,860.80	9,302.80
	annually	62,171.20	65,270.40	68,536.00	71,968.00	75,566.40	79,331.20	83,304.00	87,464.00	91,852.80	96,428.80	101,254.40	106,329.60	111,633.60
27F	hourly	24.1385	25.3462	26.6154	27.9462	29.3385	30.8077	32.3462	33.9692	35.6615	37.4462	39.3231	41.2846	43.3462
	bi-weekly	2,510.40	2,636.00	2,768.00	2,906.40	3,051.20	3,204.00	3,364.00	3,532.80	3,708.80	3,894.40	4,089.60	4,293.60	4,508.00
	semi-monthly	2,719.60	2,855.67	2,998.67	3,148.60	3,305.47	3,471.00	3,644.33	3,827.20	4,017.87	4,218.93	4,430.40	4,651.40	4,883.67
	monthly	5,439.20	5,711.33	5,997.33	6,297.20	6,610.93	6,942.00	7,288.67	7,654.40	8,035.73	8,437.87	8,860.80	9,302.80	9,767.33
	annually	65,270.40	68,536.00	71,968.00	75,566.40	79,331.20	83,304.00	87,464.00	91,852.80	96,428.80	101,254.40	106,329.60	111,633.60	117,208.00
28F	hourly	25.3462	26.6154	27.9462	29.3385	30.8077	32.3462	33.9692	35.6615	37.4462	39.3231	41.2846	43.3462	45.5154
	bi-weekly	2,636.00	2,768.00	2,906.40	3,051.20	3,204.00	3,364.00	3,532.80	3,708.80	3,894.40	4,089.60	4,293.60	4,508.00	4,733.60
	semi-monthly	2,855.67	2,998.67	3,148.60	3,305.47	3,471.00	3,644.33	3,827.20	4,017.87	4,218.93	4,430.40	4,651.40	4,883.67	5,128.07
	monthly	5,711.33	5,997.33	6,297.20	6,610.93	6,942.00	7,288.67	7,654.40	8,035.73	8,437.87	8,860.80	9,302.80	9,767.33	10,256.13
	annually	68,536.00	71,968.00	75,566.40	79,331.20	83,304.00	87,464.00	91,852.80	96,428.80	101,254.40	106,329.60	111,633.60	117,208.00	123,073.60
29F	hourly	26.6154	27.9462	29.3385	30.8077	32.3462	33.9692	35.6615	37.4462	39.3231	41.2846	43.3462	45.5154	47.7923
	bi-weekly	2,768.00	2,906.40	3,051.20	3,204.00	3,364.00	3,532.80	3,708.80	3,894.40	4,089.60	4,293.60	4,508.00	4,733.60	4,970.40
	semi-monthly	2,998.67	3,148.60	3,305.47	3,471.00	3,644.33	3,827.20	4,017.87	4,218.93	4,430.40	4,651.40	4,883.67	5,128.07	5,384.60
	monthly	5,997.33	6,297.20	6,610.93	6,942.00	7,288.67	7,654.40	8,035.73	8,437.87	8,860.80	9,302.80	9,767.33	10,256.13	10,769.20
	annually	71,968.00	75,566.40	79,331.20	83,304.00	87,464.00	91,852.80	96,428.80	101,254.40	106,329.60	111,633.60	117,208.00	123,073.60	129,230.40
30F	hourly	27.9462	29.3385	30.8077	32.3462	33.9692	35.6615	37.4462	39.3231	41.2846	43.3462	45.5154	47.7923	50.1846
	bi-weekly	2,906.40	3,051.20	3,204.00	3,364.00	3,532.80	3,708.80	3,894.40	4,089.60	4,293.60	4,508.00	4,733.60	4,970.40	5,219.20
	semi-monthly	3,148.60	3,305.47	3,471.00	3,644.33	3,827.20	4,017.87	4,218.93	4,430.40	4,651.40	4,883.67	5,128.07	5,384.60	5,654.13
	monthly	6,297.20	6,610.93	6,942.00	7,288.67	7,654.40	8,035.73	8,437.87	8,860.80	9,302.80	9,767.33	10,256.13	10,769.20	11,308.27
	annually	75,566.40	79,331.20	83,304.00	87,464.00	91,852.80	96,428.80	101,254.40	106,329.60	111,633.60	117,208.00	123,073.60	129,230.40	135,699.20

**CITY OF BESSEMER
FIREFIGHTER RATES
Effective 11/01/2025
(Based on 2704 Annual Hours)**

Acknowledged by Board on 12/4/2025

Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	PREM 1	PREM 2	PREM 3
31F	hourly	29.3385	30.8077	32.3462	33.9692	35.6615	37.4462	39.3231	41.2846	43.3462	45.5154	47.7923	50.1846	52.6923
	bi-weekly	3,051.20	3,204.00	3,364.00	3,532.80	3,708.80	3,894.40	4,089.60	4,293.60	4,508.00	4,733.60	4,970.40	5,219.20	5,480.00
	semi-monthly	3,305.47	3,471.00	3,644.33	3,827.20	4,017.87	4,218.93	4,430.40	4,651.40	4,883.67	5,128.07	5,384.60	5,654.13	5,936.67
	monthly	6,610.93	6,942.00	7,288.67	7,654.40	8,035.73	8,437.87	8,860.80	9,302.80	9,767.33	10,256.13	10,769.20	11,308.27	11,873.33
	annually	79,331.20	83,304.00	87,464.00	91,852.80	96,428.80	101,254.40	106,329.60	111,633.60	117,208.00	123,073.60	129,230.40	135,699.20	142,480.00
32F	hourly	30.8077	32.3462	33.9692	35.6615	37.4462	39.3231	41.2846	43.3462	45.5154	47.7923	50.1846	52.6923	55.3231
	bi-weekly	3,204.00	3,364.00	3,532.80	3,708.80	3,894.40	4,089.60	4,293.60	4,508.00	4,733.60	4,970.40	5,219.20	5,480.00	5,753.60
	semi-monthly	3,471.00	3,644.33	3,827.20	4,017.87	4,218.93	4,430.40	4,651.40	4,883.67	5,128.07	5,384.60	5,654.13	5,936.67	6,233.07
	monthly	6,942.00	7,288.67	7,654.40	8,035.73	8,437.87	8,860.80	9,302.80	9,767.33	10,256.13	10,769.20	11,308.27	11,873.33	12,466.13
	annually	83,304.00	87,464.00	91,852.80	96,428.80	101,254.40	106,329.60	111,633.60	117,208.00	123,073.60	129,230.40	135,699.20	142,480.00	149,593.60
33F	hourly	32.3462	33.9692	35.6615	37.4462	39.3231	41.2846	43.3462	45.5154	47.7923	50.1846	52.6923	55.3231	58.0923
	bi-weekly	3,364.00	3,532.80	3,708.80	3,894.40	4,089.60	4,293.60	4,508.00	4,733.60	4,970.40	5,219.20	5,480.00	5,753.60	6,041.60
	semi-monthly	3,644.33	3,827.20	4,017.87	4,218.93	4,430.40	4,651.40	4,883.67	5,128.07	5,384.60	5,654.13	5,936.67	6,233.07	6,545.07
	monthly	7,288.67	7,654.40	8,035.73	8,437.87	8,860.80	9,302.80	9,767.33	10,256.13	10,769.20	11,308.27	11,873.33	12,466.13	13,090.13
	annually	87,464.00	91,852.80	96,428.80	101,254.40	106,329.60	111,633.60	117,208.00	123,073.60	129,230.40	135,699.20	142,480.00	149,593.60	157,081.60
34F	hourly	33.9692	35.6615	37.4462	39.3231	41.2846	43.3462	45.5154	47.7923	50.1846	52.6923	55.3231	58.0923	61.0000
	bi-weekly	3,532.80	3,708.80	3,894.40	4,089.60	4,293.60	4,508.00	4,733.60	4,970.40	5,219.20	5,480.00	5,753.60	6,041.60	6,344.00
	semi-monthly	3,827.20	4,017.87	4,218.93	4,430.40	4,651.40	4,883.67	5,128.07	5,384.60	5,654.13	5,936.67	6,233.07	6,545.07	6,872.67
	monthly	7,654.40	8,035.73	8,437.87	8,860.80	9,302.80	9,767.33	10,256.13	10,769.20	11,308.27	11,873.33	12,466.13	13,090.13	13,745.33
	annually	91,852.80	96,428.80	101,254.40	106,329.60	111,633.60	117,208.00	123,073.60	129,230.40	135,699.20	142,480.00	149,593.60	157,081.60	164,944.00
35F	hourly	35.6615	37.4462	39.3231	41.2846	43.3462	45.5154	47.7923	50.1846	52.6923	55.3231	58.0923	61.0000	64.0462
	bi-weekly	3,708.80	3,894.40	4,089.60	4,293.60	4,508.00	4,733.60	4,970.40	5,219.20	5,480.00	5,753.60	6,041.60	6,344.00	6,660.80
	semi-monthly	4,017.87	4,218.93	4,430.40	4,651.40	4,883.67	5,128.07	5,384.60	5,654.13	5,936.67	6,233.07	6,545.07	6,872.67	7,215.87
	monthly	8,035.73	8,437.87	8,860.80	9,302.80	9,767.33	10,256.13	10,769.20	11,308.27	11,873.33	12,466.13	13,090.13	13,745.33	14,431.73
	annually	96,428.80	101,254.40	106,329.60	111,633.60	117,208.00	123,073.60	129,230.40	135,699.20	142,480.00	149,593.60	157,081.60	164,944.00	173,180.80
36F	hourly	37.4462	39.3231	41.2846	43.3462	45.5154	47.7923	50.1846	52.6923	55.3231	58.0923	61.0000	64.0462	67.2462
	bi-weekly	3,894.40	4,089.60	4,293.60	4,508.00	4,733.60	4,970.40	5,219.20	5,480.00	5,753.60	6,041.60	6,344.00	6,660.80	6,993.60
	semi-monthly	4,218.93	4,430.40	4,651.40	4,883.67	5,128.07	5,384.60	5,654.13	5,936.67	6,233.07	6,545.07	6,872.67	7,215.87	7,576.40
	monthly	8,437.87	8,860.80	9,302.80	9,767.33	10,256.13	10,769.20	11,308.27	11,873.33	12,466.13	13,090.13	13,745.33	14,431.73	15,152.80
	annually	101,254.40	106,329.60	111,633.60	117,208.00	123,073.60	129,230.40	135,699.20	142,480.00	149,593.60	157,081.60	164,944.00	173,180.80	181,833.60
37F	hourly	39.3231	41.2846	43.3462	45.5154	47.7923	50.1846	52.6923	55.3231	58.0923	61.0000	64.0462	67.2462	70.6154
	bi-weekly	4,089.60	4,293.60	4,508.00	4,733.60	4,970.40	5,219.20	5,480.00	5,753.60	6,041.60	6,344.00	6,660.80	6,993.60	7,344.00
	semi-monthly	4,430.40	4,651.40	4,883.67	5,128.07	5,384.60	5,654.13	5,936.67	6,233.07	6,545.07	6,872.67	7,215.87	7,576.40	7,956.00
	monthly	8,860.80	9,302.80	9,767.33	10,256.13	10,769.20	11,308.27	11,873.33	12,466.13	13,090.13	13,745.33	14,431.73	15,152.80	15,912.00
	annually	106,329.60	111,633.60	117,208.00	123,073.60	129,230.40	135,699.20	142,480.00	149,593.60	157,081.60	164,944.00	173,180.80	181,833.60	190,944.00

**CITY OF BESSEMER
FIREFIGHTER RATES
Effective 11/01/2025
(Based on 2704 Annual Hours)**

Acknowledged by Board on 12/4/2025

Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	PREM 1	PREM 2	PREM 3
38F	hourly	41.2846	43.3462	45.5154	47.7923	50.1846	52.6923	55.3231	58.0923	61.0000	64.0462	67.2462	70.6154	74.1462
	bi-weekly	4,293.60	4,508.00	4,733.60	4,970.40	5,219.20	5,480.00	5,753.60	6,041.60	6,344.00	6,660.80	6,993.60	7,344.00	7,711.20
	semi-monthly	4,651.40	4,883.67	5,128.07	5,384.60	5,654.13	5,936.67	6,233.07	6,545.07	6,872.67	7,215.87	7,576.40	7,956.00	8,353.80
	monthly	9,302.80	9,767.33	10,256.13	10,769.20	11,308.27	11,873.33	12,466.13	13,090.13	13,745.33	14,431.73	15,152.80	15,912.00	16,707.60
	annually	111,633.60	117,208.00	123,073.60	129,230.40	135,699.20	142,480.00	149,593.60	157,081.60	164,944.00	173,180.80	181,833.60	190,944.00	200,491.20
39F	hourly	43.3462	45.5154	47.7923	50.1846	52.6923	55.3231	58.0923	61.0000	64.0462	67.2462	70.6154	74.1462	77.8462
	bi-weekly	4,508.00	4,733.60	4,970.40	5,219.20	5,480.00	5,753.60	6,041.60	6,344.00	6,660.80	6,993.60	7,344.00	7,711.20	8,096.00
	semi-monthly	4,883.67	5,128.07	5,384.60	5,654.13	5,936.67	6,233.07	6,545.07	6,872.67	7,215.87	7,576.40	7,956.00	8,353.80	8,770.67
	monthly	9,767.33	10,256.13	10,769.20	11,308.27	11,873.33	12,466.13	13,090.13	13,745.33	14,431.73	15,152.80	15,912.00	16,707.60	17,541.33
	annually	117,208.00	123,073.60	129,230.40	135,699.20	142,480.00	149,593.60	157,081.60	164,944.00	173,180.80	181,833.60	190,944.00	200,491.20	210,496.00
40F	hourly	45.5154	47.7923	50.1846	52.6923	55.3231	58.0923	61.0000	64.0462	67.2462	70.6154	74.1462	77.8462	81.7385
	bi-weekly	4,733.60	4,970.40	5,219.20	5,480.00	5,753.60	6,041.60	6,344.00	6,660.80	6,993.60	7,344.00	7,711.20	8,096.00	8,500.80
	semi-monthly	5,128.07	5,384.60	5,654.13	5,936.67	6,233.07	6,545.07	6,872.67	7,215.87	7,576.40	7,956.00	8,353.80	8,770.67	9,209.20
	monthly	10,256.13	10,769.20	11,308.27	11,873.33	12,466.13	13,090.13	13,745.33	14,431.73	15,152.80	15,912.00	16,707.60	17,541.33	18,418.40
	annually	123,073.60	129,230.40	135,699.20	142,480.00	149,593.60	157,081.60	164,944.00	173,180.80	181,833.60	190,944.00	200,491.20	210,496.00	221,020.80
41F	hourly	47.7923	50.1846	52.6923	55.3231	58.0923	61.0000	64.0462	67.2462	70.6154	74.1462	77.8462	81.7385	85.8308
	bi-weekly	4,970.40	5,219.20	5,480.00	5,753.60	6,041.60	6,344.00	6,660.80	6,993.60	7,344.00	7,711.20	8,096.00	8,500.80	8,926.40
	semi-monthly	5,384.60	5,654.13	5,936.67	6,233.07	6,545.07	6,872.67	7,215.87	7,576.40	7,956.00	8,353.80	8,770.67	9,209.20	9,670.27
	monthly	10,769.20	11,308.27	11,873.33	12,466.13	13,090.13	13,745.33	14,431.73	15,152.80	15,912.00	16,707.60	17,541.33	18,418.40	19,340.53
	annually	129,230.40	135,699.20	142,480.00	149,593.60	157,081.60	164,944.00	173,180.80	181,833.60	190,944.00	200,491.20	210,496.00	221,020.80	232,086.40
42F	hourly	50.1846	52.6923	55.3231	58.0923	61.0000	64.0462	67.2462	70.6154	74.1462	77.8462	81.7385	85.8308	90.1231
	bi-weekly	5,219.20	5,480.00	5,753.60	6,041.60	6,344.00	6,660.80	6,993.60	7,344.00	7,711.20	8,096.00	8,500.80	8,926.40	9,372.80
	semi-monthly	5,654.13	5,936.67	6,233.07	6,545.07	6,872.67	7,215.87	7,576.40	7,956.00	8,353.80	8,770.67	9,209.20	9,670.27	10,153.87
	monthly	11,308.27	11,873.33	12,466.13	13,090.13	13,745.33	14,431.73	15,152.80	15,912.00	16,707.60	17,541.33	18,418.40	19,340.53	20,307.73
	annually	135,699.20	142,480.00	149,593.60	157,081.60	164,944.00	173,180.80	181,833.60	190,944.00	200,491.20	210,496.00	221,020.80	232,086.40	243,692.80
43F	hourly	52.6923	55.3231	58.0923	61.0000	64.0462	67.2462	70.6154	74.1462	77.8462	81.7385	85.8308	90.1231	94.6231
	bi-weekly	5,480.00	5,753.60	6,041.60	6,344.00	6,660.80	6,993.60	7,344.00	7,711.20	8,096.00	8,500.80	8,926.40	9,372.80	9,840.80
	semi-monthly	5,936.67	6,233.07	6,545.07	6,872.67	7,215.87	7,576.40	7,956.00	8,353.80	8,770.67	9,209.20	9,670.27	10,153.87	10,660.87
	monthly	11,873.33	12,466.13	13,090.13	13,745.33	14,431.73	15,152.80	15,912.00	16,707.60	17,541.33	18,418.40	19,340.53	20,307.73	21,321.73
	annually	142,480.00	149,593.60	157,081.60	164,944.00	173,180.80	181,833.60	190,944.00	200,491.20	210,496.00	221,020.80	232,086.40	243,692.80	255,860.80
44F	hourly	55.3231	58.0923	61.0000	64.0462	67.2462	70.6154	74.1462	77.8462	81.7385	85.8308	90.1231	94.6231	99.3615
	bi-weekly	5,753.60	6,041.60	6,344.00	6,660.80	6,993.60	7,344.00	7,711.20	8,096.00	8,500.80	8,926.40	9,372.80	9,840.80	10,333.60
	semi-monthly	6,233.07	6,545.07	6,872.67	7,215.87	7,576.40	7,956.00	8,353.80	8,770.67	9,209.20	9,670.27	10,153.87	10,660.87	11,194.73
	monthly	12,466.13	13,090.13	13,745.33	14,431.73	15,152.80	15,912.00	16,707.60	17,541.33	18,418.40	19,340.53	20,307.73	21,321.73	22,389.47
	annually	149,593.60	157,081.60	164,944.00	173,180.80	181,833.60	190,944.00	200,491.20	210,496.00	221,020.80	232,086.40	243,692.80	255,860.80	268,673.60

**CITY OF BESSEMER
FIREFIGHTER RATES
Effective 11/01/2025
(Based on 2704 Annual Hours)**

Acknowledged by Board on 12/4/2025

Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	PREM 1	PREM 2	PREM 3
45F	hourly	58.0923	61.0000	64.0462	67.2462	70.6154	74.1462	77.8462	81.7385	85.8308	90.1231	94.6231	99.3615	104.3231
	bi-weekly	6,041.60	6,344.00	6,660.80	6,993.60	7,344.00	7,711.20	8,096.00	8,500.80	8,926.40	9,372.80	9,840.80	10,333.60	10,849.60
	semi-monthly	6,545.07	6,872.67	7,215.87	7,576.40	7,956.00	8,353.80	8,770.67	9,209.20	9,670.27	10,153.87	10,660.87	11,194.73	11,753.73
	monthly	13,090.13	13,745.33	14,431.73	15,152.80	15,912.00	16,707.60	17,541.33	18,418.40	19,340.53	20,307.73	21,321.73	22,389.47	23,507.47
	annually	157,081.60	164,944.00	173,180.80	181,833.60	190,944.00	200,491.20	210,496.00	221,020.80	232,086.40	243,692.80	255,860.80	268,673.60	282,089.60
46F	hourly	61.0000	64.0462	67.2462	70.6154	74.1462	77.8462	81.7385	85.8308	90.1231	94.6231	99.3615	104.3231	109.5385
	bi-weekly	6,344.00	6,660.80	6,993.60	7,344.00	7,711.20	8,096.00	8,500.80	8,926.40	9,372.80	9,840.80	10,333.60	10,849.60	11,392.00
	semi-monthly	6,872.67	7,215.87	7,576.40	7,956.00	8,353.80	8,770.67	9,209.20	9,670.27	10,153.87	10,660.87	11,194.73	11,753.73	12,341.33
	monthly	13,745.33	14,431.73	15,152.80	15,912.00	16,707.60	17,541.33	18,418.40	19,340.53	20,307.73	21,321.73	22,389.47	23,507.47	24,682.67
	annually	164,944.00	173,180.80	181,833.60	190,944.00	200,491.20	210,496.00	221,020.80	232,086.40	243,692.80	255,860.80	268,673.60	282,089.60	296,192.00
47F	hourly	64.0462	67.2462	70.6154	74.1462	77.8462	81.7385	85.8308	90.1231	94.6231	99.3615	104.3231	109.5385	115.0154
	bi-weekly	6,660.80	6,993.60	7,344.00	7,711.20	8,096.00	8,500.80	8,926.40	9,372.80	9,840.80	10,333.60	10,849.60	11,392.00	11,961.60
	semi-monthly	7,215.87	7,576.40	7,956.00	8,353.80	8,770.67	9,209.20	9,670.27	10,153.87	10,660.87	11,194.73	11,753.73	12,341.33	12,958.40
	monthly	14,431.73	15,152.80	15,912.00	16,707.60	17,541.33	18,418.40	19,340.53	20,307.73	21,321.73	22,389.47	23,507.47	24,682.67	25,916.80
	annually	173,180.80	181,833.60	190,944.00	200,491.20	210,496.00	221,020.80	232,086.40	243,692.80	255,860.80	268,673.60	282,089.60	296,192.00	311,001.60
48F	hourly	67.2462	70.6154	74.1462	77.8462	81.7385	85.8308	90.1231	94.6231	99.3615	104.3231	109.5385	115.0154	120.7692
	bi-weekly	6,993.60	7,344.00	7,711.20	8,096.00	8,500.80	8,926.40	9,372.80	9,840.80	10,333.60	10,849.60	11,392.00	11,961.60	12,560.00
	semi-monthly	7,576.40	7,956.00	8,353.80	8,770.67	9,209.20	9,670.27	10,153.87	10,660.87	11,194.73	11,753.73	12,341.33	12,958.40	13,606.67
	monthly	15,152.80	15,912.00	16,707.60	17,541.33	18,418.40	19,340.53	20,307.73	21,321.73	22,389.47	23,507.47	24,682.67	25,916.80	27,213.33
	annually	181,833.60	190,944.00	200,491.20	210,496.00	221,020.80	232,086.40	243,692.80	255,860.80	268,673.60	282,089.60	296,192.00	311,001.60	326,560.00