

City of Birmingham

OFFICIAL FIREFIGHTER SALARY SCHEDULE

July 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

1%

**CITY OF BIRMINGHAM
PUBLIC SAFETY FIREFIGHTER RATES**

APPROVED BY PERSONNEL BOARD - 06/26/2025

(Annual Hours 2600)
Effective 07/01/2025

| 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 | PREM3 |
|------------|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|
| 17F | hourly | 18,224.00 | 19,136.00 | 20,096.00 | 21,096.00 | 22,152.00 | 23,264.00 | 24,424.00 | 25,648.00 | 26,928.00 | 28,272.00 | 29,688.00 | 31,176.00 | 32,728.00 |
| | bi-weekly | 1,822.40 | 1,913.60 | 2,009.60 | 2,109.60 | 2,215.20 | 2,326.40 | 2,442.40 | 2,564.80 | 2,692.80 | 2,827.20 | 2,968.80 | 3,117.60 | 3,272.80 |
| | semi-monthly | 1,974.27 | 2,073.07 | 2,177.07 | 2,285.40 | 2,399.80 | 2,520.27 | 2,645.93 | 2,778.53 | 2,917.20 | 3,062.80 | 3,216.20 | 3,377.40 | 3,545.53 |
| | monthly | 3,948.53 | 4,146.13 | 4,354.13 | 4,570.80 | 4,799.60 | 5,040.53 | 5,291.87 | 5,557.07 | 5,834.40 | 6,125.60 | 6,432.40 | 6,754.80 | 7,091.07 |
| | annually | 47,382.40 | 49,753.60 | 52,249.60 | 54,849.60 | 57,595.20 | 60,486.40 | 63,502.40 | 66,684.80 | 70,012.80 | 73,507.20 | 77,188.80 | 81,057.60 | 85,092.80 |
| 18F | hourly | 19,136.00 | 20,096.00 | 21,096.00 | 22,152.00 | 23,264.00 | 24,424.00 | 25,648.00 | 26,928.00 | 28,272.00 | 29,688.00 | 31,176.00 | 32,728.00 | 34,368.00 |
| | bi-weekly | 1,913.60 | 2,009.60 | 2,109.60 | 2,215.20 | 2,326.40 | 2,442.40 | 2,564.80 | 2,692.80 | 2,827.20 | 2,968.80 | 3,117.60 | 3,272.80 | 3,436.80 |
| | semi-monthly | 2,073.07 | 2,177.07 | 2,285.40 | 2,399.80 | 2,520.27 | 2,645.93 | 2,778.53 | 2,917.20 | 3,062.80 | 3,216.20 | 3,377.40 | 3,545.53 | 3,723.20 |
| | monthly | 4,146.13 | 4,354.13 | 4,570.80 | 4,799.60 | 5,040.53 | 5,291.87 | 5,557.07 | 5,834.40 | 6,125.60 | 6,432.40 | 6,754.80 | 7,091.07 | 7,446.40 |
| | annually | 49,753.60 | 52,249.60 | 54,849.60 | 57,595.20 | 60,486.40 | 63,502.40 | 66,684.80 | 70,012.80 | 73,507.20 | 77,188.80 | 81,057.60 | 85,092.80 | 89,356.80 |
| 19F | hourly | 20,096.00 | 21,096.00 | 22,152.00 | 23,264.00 | 24,424.00 | 25,648.00 | 26,928.00 | 28,272.00 | 29,688.00 | 31,176.00 | 32,728.00 | 34,368.00 | 36,088.00 |
| | bi-weekly | 2,009.60 | 2,109.60 | 2,215.20 | 2,326.40 | 2,442.40 | 2,564.80 | 2,692.80 | 2,827.20 | 2,968.80 | 3,117.60 | 3,272.80 | 3,436.80 | 3,608.80 |
| | semi-monthly | 2,177.07 | 2,285.40 | 2,399.80 | 2,520.27 | 2,645.93 | 2,778.53 | 2,917.20 | 3,062.80 | 3,216.20 | 3,377.40 | 3,545.53 | 3,723.20 | 3,909.53 |
| | monthly | 4,354.13 | 4,570.80 | 4,799.60 | 5,040.53 | 5,291.87 | 5,557.07 | 5,834.40 | 6,125.60 | 6,432.40 | 6,754.80 | 7,091.07 | 7,446.40 | 7,819.07 |
| | annually | 52,249.60 | 54,849.60 | 57,595.20 | 60,486.40 | 63,502.40 | 66,684.80 | 70,012.80 | 73,507.20 | 77,188.80 | 81,057.60 | 85,092.80 | 89,356.80 | 93,828.80 |
| 20F | hourly | 21,096.00 | 22,152.00 | 23,264.00 | 24,424.00 | 25,648.00 | 26,928.00 | 28,272.00 | 29,688.00 | 31,176.00 | 32,728.00 | 34,368.00 | 36,088.00 | 37,888.00 |
| | bi-weekly | 2,109.60 | 2,215.20 | 2,326.40 | 2,442.40 | 2,564.80 | 2,692.80 | 2,827.20 | 2,968.80 | 3,117.60 | 3,272.80 | 3,436.80 | 3,608.80 | 3,788.80 |
| | semi-monthly | 2,285.40 | 2,399.80 | 2,520.27 | 2,645.93 | 2,778.53 | 2,917.20 | 3,062.80 | 3,216.20 | 3,377.40 | 3,545.53 | 3,723.20 | 3,909.53 | 4,104.53 |
| | monthly | 4,570.80 | 4,799.60 | 5,040.53 | 5,291.87 | 5,557.07 | 5,834.40 | 6,125.60 | 6,432.40 | 6,754.80 | 7,091.07 | 7,446.40 | 7,819.07 | 8,209.07 |
| | annually | 54,849.60 | 57,595.20 | 60,486.40 | 63,502.40 | 66,684.80 | 70,012.80 | 73,507.20 | 77,188.80 | 81,057.60 | 85,092.80 | 89,356.80 | 93,828.80 | 98,508.80 |
| 21F | hourly | 22,152.00 | 23,264.00 | 24,424.00 | 25,648.00 | 26,928.00 | 28,272.00 | 29,688.00 | 31,176.00 | 32,728.00 | 34,368.00 | 36,088.00 | 37,888.00 | 39,784.00 |
| | bi-weekly | 2,215.20 | 2,326.40 | 2,442.40 | 2,564.80 | 2,692.80 | 2,827.20 | 2,968.80 | 3,117.60 | 3,272.80 | 3,436.80 | 3,608.80 | 3,788.80 | 3,978.40 |
| | semi-monthly | 2,399.80 | 2,520.27 | 2,645.93 | 2,778.53 | 2,917.20 | 3,062.80 | 3,216.20 | 3,377.40 | 3,545.53 | 3,723.20 | 3,909.53 | 4,104.53 | 4,309.93 |
| | monthly | 4,799.60 | 5,040.53 | 5,291.87 | 5,557.07 | 5,834.40 | 6,125.60 | 6,432.40 | 6,754.80 | 7,091.07 | 7,446.40 | 7,819.07 | 8,209.07 | 8,619.87 |
| | annually | 57,595.20 | 60,486.40 | 63,502.40 | 66,684.80 | 70,012.80 | 73,507.20 | 77,188.80 | 81,057.60 | 85,092.80 | 89,356.80 | 93,828.80 | 98,508.80 | 103,438.40 |
| 22F | hourly | 23,264.00 | 24,424.00 | 25,648.00 | 26,928.00 | 28,272.00 | 29,688.00 | 31,176.00 | 32,728.00 | 34,368.00 | 36,088.00 | 37,888.00 | 39,784.00 | 41,776.00 |
| | bi-weekly | 2,326.40 | 2,442.40 | 2,564.80 | 2,692.80 | 2,827.20 | 2,968.80 | 3,117.60 | 3,272.80 | 3,436.80 | 3,608.80 | 3,788.80 | 3,978.40 | 4,177.60 |
| | semi-monthly | 2,520.27 | 2,645.93 | 2,778.53 | 2,917.20 | 3,062.80 | 3,216.20 | 3,377.40 | 3,545.53 | 3,723.20 | 3,909.53 | 4,104.53 | 4,309.93 | 4,525.73 |
| | monthly | 5,040.53 | 5,291.87 | 5,557.07 | 5,834.40 | 6,125.60 | 6,432.40 | 6,754.80 | 7,091.07 | 7,446.40 | 7,819.07 | 8,209.07 | 8,619.87 | 9,051.47 |
| | annually | 60,486.40 | 63,502.40 | 66,684.80 | 70,012.80 | 73,507.20 | 77,188.80 | 81,057.60 | 85,092.80 | 89,356.80 | 93,828.80 | 98,508.80 | 103,438.40 | 108,617.60 |
| 23F | hourly | 24,424.00 | 25,648.00 | 26,928.00 | 28,272.00 | 29,688.00 | 31,176.00 | 32,728.00 | 34,368.00 | 36,088.00 | 37,888.00 | 39,784.00 | 41,776.00 | 43,864.00 |
| | bi-weekly | 2,442.40 | 2,564.80 | 2,692.80 | 2,827.20 | 2,968.80 | 3,117.60 | 3,272.80 | 3,436.80 | 3,608.80 | 3,788.80 | 3,978.40 | 4,177.60 | 4,386.40 |
| | semi-monthly | 2,645.93 | 2,778.53 | 2,917.20 | 3,062.80 | 3,216.20 | 3,377.40 | 3,545.53 | 3,723.20 | 3,909.53 | 4,104.53 | 4,309.93 | 4,525.73 | 4,751.93 |
| | monthly | 5,291.87 | 5,557.07 | 5,834.40 | 6,125.60 | 6,432.40 | 6,754.80 | 7,091.07 | 7,446.40 | 7,819.07 | 8,209.07 | 8,619.87 | 9,051.47 | 9,503.87 |
| | annually | 63,502.40 | 66,684.80 | 70,012.80 | 73,507.20 | 77,188.80 | 81,057.60 | 85,092.80 | 89,356.80 | 93,828.80 | 98,508.80 | 103,438.40 | 108,617.60 | 114,046.40 |
| 24F | hourly | 25,648.00 | 26,928.00 | 28,272.00 | 29,688.00 | 31,176.00 | 32,728.00 | 34,368.00 | 36,088.00 | 37,888.00 | 39,784.00 | 41,776.00 | 43,864.00 | 46,056.00 |
| | bi-weekly | 2,564.80 | 2,692.80 | 2,827.20 | 2,968.80 | 3,117.60 | 3,272.80 | 3,436.80 | 3,608.80 | 3,788.80 | 3,978.40 | 4,177.60 | 4,386.40 | 4,605.60 |
| | semi-monthly | 2,778.53 | 2,917.20 | 3,062.80 | 3,216.20 | 3,377.40 | 3,545.53 | 3,723.20 | 3,909.53 | 4,104.53 | 4,309.93 | 4,525.73 | 4,751.93 | 4,989.40 |
| | monthly | 5,557.07 | 5,834.40 | 6,125.60 | 6,432.40 | 6,754.80 | 7,091.07 | 7,446.40 | 7,819.07 | 8,209.07 | 8,619.87 | 9,051.47 | 9,503.87 | 9,978.80 |
| | annually | 66,684.80 | 70,012.80 | 73,507.20 | 77,188.80 | 81,057.60 | 85,092.80 | 89,356.80 | 93,828.80 | 98,508.80 | 103,438.40 | 108,617.60 | 114,046.40 | 119,745.60 |

**CITY OF BIRMINGHAM
PUBLIC SAFETY FIREFIGHTER RATES**

APPROVED BY PERSONNEL BOARD - 06/26/2025

(Annual Hours 2600)
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| 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 | PREM3 |
|------------|--------------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| 25F | hourly | 26.9280 | 28.2720 | 29.6880 | 31.1760 | 32.7280 | 34.3680 | 36.0880 | 37.8880 | 39.7840 | 41.7760 | 43.8640 | 46.0560 | 48.3600 |
| | bi-weekly | 2,692.80 | 2,827.20 | 2,968.80 | 3,117.60 | 3,272.80 | 3,436.80 | 3,608.80 | 3,788.80 | 3,978.40 | 4,177.60 | 4,386.40 | 4,605.60 | 4,836.00 |
| | semi-monthly | 2,917.20 | 3,062.80 | 3,216.20 | 3,377.40 | 3,545.53 | 3,723.20 | 3,909.53 | 4,104.53 | 4,309.93 | 4,525.73 | 4,751.93 | 4,989.40 | 5,239.00 |
| | monthly | 5,834.40 | 6,125.60 | 6,432.40 | 6,754.80 | 7,091.07 | 7,446.40 | 7,819.07 | 8,209.07 | 8,619.87 | 9,051.47 | 9,503.87 | 9,978.80 | 10,478.00 |
| | annually | 70,012.80 | 73,507.20 | 77,188.80 | 81,057.60 | 85,092.80 | 89,356.80 | 93,828.80 | 98,508.80 | 103,438.40 | 108,617.60 | 114,046.40 | 119,745.60 | 125,736.00 |
| 26F | hourly | 28.2720 | 29.6880 | 31.1760 | 32.7280 | 34.3680 | 36.0880 | 37.8880 | 39.7840 | 41.7760 | 43.8640 | 46.0560 | 48.3600 | 50.7760 |
| | bi-weekly | 2,827.20 | 2,968.80 | 3,117.60 | 3,272.80 | 3,436.80 | 3,608.80 | 3,788.80 | 3,978.40 | 4,177.60 | 4,386.40 | 4,605.60 | 4,836.00 | 5,077.60 |
| | semi-monthly | 3,062.80 | 3,216.20 | 3,377.40 | 3,545.53 | 3,723.20 | 3,909.53 | 4,104.53 | 4,309.93 | 4,525.73 | 4,751.93 | 4,989.40 | 5,239.00 | 5,500.73 |
| | monthly | 6,125.60 | 6,432.40 | 6,754.80 | 7,091.07 | 7,446.40 | 7,819.07 | 8,209.07 | 8,619.87 | 9,051.47 | 9,503.87 | 9,978.80 | 10,478.00 | 11,001.47 |
| | annually | 73,507.20 | 77,188.80 | 81,057.60 | 85,092.80 | 89,356.80 | 93,828.80 | 98,508.80 | 103,438.40 | 108,617.60 | 114,046.40 | 119,745.60 | 125,736.00 | 132,017.60 |
| 27F | hourly | 29.6880 | 31.1760 | 32.7280 | 34.3680 | 36.0880 | 37.8880 | 39.7840 | 41.7760 | 43.8640 | 46.0560 | 48.3600 | 50.7760 | 53.3200 |
| | bi-weekly | 2,968.80 | 3,117.60 | 3,272.80 | 3,436.80 | 3,608.80 | 3,788.80 | 3,978.40 | 4,177.60 | 4,386.40 | 4,605.60 | 4,836.00 | 5,077.60 | 5,332.00 |
| | semi-monthly | 3,216.20 | 3,377.40 | 3,545.53 | 3,723.20 | 3,909.53 | 4,104.53 | 4,309.93 | 4,525.73 | 4,751.93 | 4,989.40 | 5,239.00 | 5,500.73 | 5,776.33 |
| | monthly | 6,432.40 | 6,754.80 | 7,091.07 | 7,446.40 | 7,819.07 | 8,209.07 | 8,619.87 | 9,051.47 | 9,503.87 | 9,978.80 | 10,478.00 | 11,001.47 | 11,552.67 |
| | annually | 77,188.80 | 81,057.60 | 85,092.80 | 89,356.80 | 93,828.80 | 98,508.80 | 103,438.40 | 108,617.60 | 114,046.40 | 119,745.60 | 125,736.00 | 132,017.60 | 138,632.00 |
| 28F | hourly | 31.1760 | 32.7280 | 34.3680 | 36.0880 | 37.8880 | 39.7840 | 41.7760 | 43.8640 | 46.0560 | 48.3600 | 50.7760 | 53.3200 | 55.9840 |
| | bi-weekly | 3,117.60 | 3,272.80 | 3,436.80 | 3,608.80 | 3,788.80 | 3,978.40 | 4,177.60 | 4,386.40 | 4,605.60 | 4,836.00 | 5,077.60 | 5,332.00 | 5,598.40 |
| | semi-monthly | 3,377.40 | 3,545.53 | 3,723.20 | 3,909.53 | 4,104.53 | 4,309.93 | 4,525.73 | 4,751.93 | 4,989.40 | 5,239.00 | 5,500.73 | 5,776.33 | 6,064.93 |
| | monthly | 6,754.80 | 7,091.07 | 7,446.40 | 7,819.07 | 8,209.07 | 8,619.87 | 9,051.47 | 9,503.87 | 9,978.80 | 10,478.00 | 11,001.47 | 11,552.67 | 12,129.87 |
| | annually | 81,057.60 | 85,092.80 | 89,356.80 | 93,828.80 | 98,508.80 | 103,438.40 | 108,617.60 | 114,046.40 | 119,745.60 | 125,736.00 | 132,017.60 | 138,632.00 | 145,558.40 |
| 29F | hourly | 32.7280 | 34.3680 | 36.0880 | 37.8880 | 39.7840 | 41.7760 | 43.8640 | 46.0560 | 48.3600 | 50.7760 | 53.3200 | 55.9840 | 58.7840 |
| | bi-weekly | 3,272.80 | 3,436.80 | 3,608.80 | 3,788.80 | 3,978.40 | 4,177.60 | 4,386.40 | 4,605.60 | 4,836.00 | 5,077.60 | 5,332.00 | 5,598.40 | 5,878.40 |
| | semi-monthly | 3,545.53 | 3,723.20 | 3,909.53 | 4,104.53 | 4,309.93 | 4,525.73 | 4,751.93 | 4,989.40 | 5,239.00 | 5,500.73 | 5,776.33 | 6,064.93 | 6,368.27 |
| | monthly | 7,091.07 | 7,446.40 | 7,819.07 | 8,209.07 | 8,619.87 | 9,051.47 | 9,503.87 | 9,978.80 | 10,478.00 | 11,001.47 | 11,552.67 | 12,129.87 | 12,736.53 |
| | annually | 85,092.80 | 89,356.80 | 93,828.80 | 98,508.80 | 103,438.40 | 108,617.60 | 114,046.40 | 119,745.60 | 125,736.00 | 132,017.60 | 138,632.00 | 145,558.40 | 152,838.40 |
| 30F | hourly | 34.3680 | 36.0880 | 37.8880 | 39.7840 | 41.7760 | 43.8640 | 46.0560 | 48.3600 | 50.7760 | 53.3200 | 55.9840 | 58.7840 | 61.7200 |
| | bi-weekly | 3,436.80 | 3,608.80 | 3,788.80 | 3,978.40 | 4,177.60 | 4,386.40 | 4,605.60 | 4,836.00 | 5,077.60 | 5,332.00 | 5,598.40 | 5,878.40 | 6,172.00 |
| | semi-monthly | 3,723.20 | 3,909.53 | 4,104.53 | 4,309.93 | 4,525.73 | 4,751.93 | 4,989.40 | 5,239.00 | 5,500.73 | 5,776.33 | 6,064.93 | 6,368.27 | 6,686.33 |
| | monthly | 7,446.40 | 7,819.07 | 8,209.07 | 8,619.87 | 9,051.47 | 9,503.87 | 9,978.80 | 10,478.00 | 11,001.47 | 11,552.67 | 12,129.87 | 12,736.53 | 13,372.67 |
| | annually | 89,356.80 | 93,828.80 | 98,508.80 | 103,438.40 | 108,617.60 | 114,046.40 | 119,745.60 | 125,736.00 | 132,017.60 | 138,632.00 | 145,558.40 | 152,838.40 | 160,472.00 |
| 31F | hourly | 36.0880 | 37.8880 | 39.7840 | 41.7760 | 43.8640 | 46.0560 | 48.3600 | 50.7760 | 53.3200 | 55.9840 | 58.7840 | 61.7200 | 64.8080 |
| | bi-weekly | 3,608.80 | 3,788.80 | 3,978.40 | 4,177.60 | 4,386.40 | 4,605.60 | 4,836.00 | 5,077.60 | 5,332.00 | 5,598.40 | 5,878.40 | 6,172.00 | 6,480.80 |
| | semi-monthly | 3,909.53 | 4,104.53 | 4,309.93 | 4,525.73 | 4,751.93 | 4,989.40 | 5,239.00 | 5,500.73 | 5,776.33 | 6,064.93 | 6,368.27 | 6,686.33 | 7,020.87 |
| | monthly | 7,819.07 | 8,209.07 | 8,619.87 | 9,051.47 | 9,503.87 | 9,978.80 | 10,478.00 | 11,001.47 | 11,552.67 | 12,129.87 | 12,736.53 | 13,372.67 | 14,041.73 |
| | annually | 93,828.80 | 98,508.80 | 103,438.40 | 108,617.60 | 114,046.40 | 119,745.60 | 125,736.00 | 132,017.60 | 138,632.00 | 145,558.40 | 152,838.40 | 160,472.00 | 168,500.80 |
| 32F | hourly | 37.8880 | 39.7840 | 41.7760 | 43.8640 | 46.0560 | 48.3600 | 50.7760 | 53.3200 | 55.9840 | 58.7840 | 61.7200 | 64.8080 | 68.0480 |
| | bi-weekly | 3,788.80 | 3,978.40 | 4,177.60 | 4,386.40 | 4,605.60 | 4,836.00 | 5,077.60 | 5,332.00 | 5,598.40 | 5,878.40 | 6,172.00 | 6,480.80 | 6,804.80 |
| | semi-monthly | 4,104.53 | 4,309.93 | 4,525.73 | 4,751.93 | 4,989.40 | 5,239.00 | 5,500.73 | 5,776.33 | 6,064.93 | 6,368.27 | 6,686.33 | 7,020.87 | 7,371.87 |
| | monthly | 8,209.07 | 8,619.87 | 9,051.47 | 9,503.87 | 9,978.80 | 10,478.00 | 11,001.47 | 11,552.67 | 12,129.87 | 12,736.53 | 13,372.67 | 14,041.73 | 14,743.73 |
| | annually | 98,508.80 | 103,438.40 | 108,617.60 | 114,046.40 | 119,745.60 | 125,736.00 | 132,017.60 | 138,632.00 | 145,558.40 | 152,838.40 | 160,472.00 | 168,500.80 | 176,924.80 |

**CITY OF BIRMINGHAM
PUBLIC SAFETY FIREFIGHTER RATES**

APPROVED BY PERSONNEL BOARD - 06/26/2025

(Annual Hours 2600)
Effective 07/01/2025

| 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 | PREM3 |
|------------|--------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| 33F | hourly | 39.7840 | 41.7760 | 43.8640 | 46.0560 | 48.3600 | 50.7760 | 53.3200 | 55.9840 | 58.7840 | 61.7200 | 64.8080 | 68.0480 | 71.4480 |
| | bi-weekly | 3,978.40 | 4,177.60 | 4,386.40 | 4,605.60 | 4,836.00 | 5,077.60 | 5,332.00 | 5,598.40 | 5,878.40 | 6,172.00 | 6,480.80 | 6,804.80 | 7,144.80 |
| | semi-monthly | 4,309.93 | 4,525.73 | 4,751.93 | 4,989.40 | 5,239.00 | 5,500.73 | 5,776.33 | 6,064.93 | 6,368.27 | 6,686.33 | 7,020.87 | 7,371.87 | 7,740.20 |
| | monthly | 8,619.87 | 9,051.47 | 9,503.87 | 9,978.80 | 10,478.00 | 11,001.47 | 11,552.67 | 12,129.87 | 12,736.53 | 13,372.67 | 14,041.73 | 14,743.73 | 15,480.40 |
| | annually | 103,438.40 | 108,617.60 | 114,046.40 | 119,745.60 | 125,736.00 | 132,017.60 | 138,632.00 | 145,558.40 | 152,838.40 | 160,472.00 | 168,500.80 | 176,924.80 | 185,764.80 |
| 34F | hourly | 41.7760 | 43.8640 | 46.0560 | 48.3600 | 50.7760 | 53.3200 | 55.9840 | 58.7840 | 61.7200 | 64.8080 | 68.0480 | 71.4480 | 75.0240 |
| | bi-weekly | 4,177.60 | 4,386.40 | 4,605.60 | 4,836.00 | 5,077.60 | 5,332.00 | 5,598.40 | 5,878.40 | 6,172.00 | 6,480.80 | 6,804.80 | 7,144.80 | 7,502.40 |
| | semi-monthly | 4,525.73 | 4,751.93 | 4,989.40 | 5,239.00 | 5,500.73 | 5,776.33 | 6,064.93 | 6,368.27 | 6,686.33 | 7,020.87 | 7,371.87 | 7,740.20 | 8,127.60 |
| | monthly | 9,051.47 | 9,503.87 | 9,978.80 | 10,478.00 | 11,001.47 | 11,552.67 | 12,129.87 | 12,736.53 | 13,372.67 | 14,041.73 | 14,743.73 | 15,480.40 | 16,255.20 |
| | annually | 108,617.60 | 114,046.40 | 119,745.60 | 125,736.00 | 132,017.60 | 138,632.00 | 145,558.40 | 152,838.40 | 160,472.00 | 168,500.80 | 176,924.80 | 185,764.80 | 195,062.40 |
| 35F | hourly | 43.8640 | 46.0560 | 48.3600 | 50.7760 | 53.3200 | 55.9840 | 58.7840 | 61.7200 | 64.8080 | 68.0480 | 71.4480 | 75.0240 | 78.7760 |
| | bi-weekly | 4,386.40 | 4,605.60 | 4,836.00 | 5,077.60 | 5,332.00 | 5,598.40 | 5,878.40 | 6,172.00 | 6,480.80 | 6,804.80 | 7,144.80 | 7,502.40 | 7,877.60 |
| | semi-monthly | 4,751.93 | 4,989.40 | 5,239.00 | 5,500.73 | 5,776.33 | 6,064.93 | 6,368.27 | 6,686.33 | 7,020.87 | 7,371.87 | 7,740.20 | 8,127.60 | 8,534.07 |
| | monthly | 9,503.87 | 9,978.80 | 10,478.00 | 11,001.47 | 11,552.67 | 12,129.87 | 12,736.53 | 13,372.67 | 14,041.73 | 14,743.73 | 15,480.40 | 16,255.20 | 17,068.13 |
| | annually | 114,046.40 | 119,745.60 | 125,736.00 | 132,017.60 | 138,632.00 | 145,558.40 | 152,838.40 | 160,472.00 | 168,500.80 | 176,924.80 | 185,764.80 | 195,062.40 | 204,817.60 |
| 36F | hourly | 46.0560 | 48.3600 | 50.7760 | 53.3200 | 55.9840 | 58.7840 | 61.7200 | 64.8080 | 68.0480 | 71.4480 | 75.0240 | 78.7760 | 82.7120 |
| | bi-weekly | 4,605.60 | 4,836.00 | 5,077.60 | 5,332.00 | 5,598.40 | 5,878.40 | 6,172.00 | 6,480.80 | 6,804.80 | 7,144.80 | 7,502.40 | 7,877.60 | 8,271.20 |
| | semi-monthly | 4,989.40 | 5,239.00 | 5,500.73 | 5,776.33 | 6,064.93 | 6,368.27 | 6,686.33 | 7,020.87 | 7,371.87 | 7,740.20 | 8,127.60 | 8,534.07 | 8,960.47 |
| | monthly | 9,978.80 | 10,478.00 | 11,001.47 | 11,552.67 | 12,129.87 | 12,736.53 | 13,372.67 | 14,041.73 | 14,743.73 | 15,480.40 | 16,255.20 | 17,068.13 | 17,920.93 |
| | annually | 119,745.60 | 125,736.00 | 132,017.60 | 138,632.00 | 145,558.40 | 152,838.40 | 160,472.00 | 168,500.80 | 176,924.80 | 185,764.80 | 195,062.40 | 204,817.60 | 215,051.20 |
| 37F | hourly | 48.3600 | 50.7760 | 53.3200 | 55.9840 | 58.7840 | 61.7200 | 64.8080 | 68.0480 | 71.4480 | 75.0240 | 78.7760 | 82.7120 | 86.8480 |
| | bi-weekly | 4,836.00 | 5,077.60 | 5,332.00 | 5,598.40 | 5,878.40 | 6,172.00 | 6,480.80 | 6,804.80 | 7,144.80 | 7,502.40 | 7,877.60 | 8,271.20 | 8,684.80 |
| | semi-monthly | 5,239.00 | 5,500.73 | 5,776.33 | 6,064.93 | 6,368.27 | 6,686.33 | 7,020.87 | 7,371.87 | 7,740.20 | 8,127.60 | 8,534.07 | 8,960.47 | 9,408.53 |
| | monthly | 10,478.00 | 11,001.47 | 11,552.67 | 12,129.87 | 12,736.53 | 13,372.67 | 14,041.73 | 14,743.73 | 15,480.40 | 16,255.20 | 17,068.13 | 17,920.93 | 18,817.07 |
| | annually | 125,736.00 | 132,017.60 | 138,632.00 | 145,558.40 | 152,838.40 | 160,472.00 | 168,500.80 | 176,924.80 | 185,764.80 | 195,062.40 | 204,817.60 | 215,051.20 | 225,804.80 |
| 38F | hourly | 50.7760 | 53.3200 | 55.9840 | 58.7840 | 61.7200 | 64.8080 | 68.0480 | 71.4480 | 75.0240 | 78.7760 | 82.7120 | 86.8480 | 91.1920 |
| | bi-weekly | 5,077.60 | 5,332.00 | 5,598.40 | 5,878.40 | 6,172.00 | 6,480.80 | 6,804.80 | 7,144.80 | 7,502.40 | 7,877.60 | 8,271.20 | 8,684.80 | 9,119.20 |
| | semi-monthly | 5,500.73 | 5,776.33 | 6,064.93 | 6,368.27 | 6,686.33 | 7,020.87 | 7,371.87 | 7,740.20 | 8,127.60 | 8,534.07 | 8,960.47 | 9,408.53 | 9,879.13 |
| | monthly | 11,001.47 | 11,552.67 | 12,129.87 | 12,736.53 | 13,372.67 | 14,041.73 | 14,743.73 | 15,480.40 | 16,255.20 | 17,068.13 | 17,920.93 | 18,817.07 | 19,758.27 |
| | annually | 132,017.60 | 138,632.00 | 145,558.40 | 152,838.40 | 160,472.00 | 168,500.80 | 176,924.80 | 185,764.80 | 195,062.40 | 204,817.60 | 215,051.20 | 225,804.80 | 237,099.20 |
| 39F | hourly | 53.3200 | 55.9840 | 58.7840 | 61.7200 | 64.8080 | 68.0480 | 71.4480 | 75.0240 | 78.7760 | 82.7120 | 86.8480 | 91.1920 | 95.7520 |
| | bi-weekly | 5,332.00 | 5,598.40 | 5,878.40 | 6,172.00 | 6,480.80 | 6,804.80 | 7,144.80 | 7,502.40 | 7,877.60 | 8,271.20 | 8,684.80 | 9,119.20 | 9,575.20 |
| | semi-monthly | 5,776.33 | 6,064.93 | 6,368.27 | 6,686.33 | 7,020.87 | 7,371.87 | 7,740.20 | 8,127.60 | 8,534.07 | 8,960.47 | 9,408.53 | 9,879.13 | 10,373.13 |
| | monthly | 11,552.67 | 12,129.87 | 12,736.53 | 13,372.67 | 14,041.73 | 14,743.73 | 15,480.40 | 16,255.20 | 17,068.13 | 17,920.93 | 18,817.07 | 19,758.27 | 20,746.27 |
| | annually | 138,632.00 | 145,558.40 | 152,838.40 | 160,472.00 | 168,500.80 | 176,924.80 | 185,764.80 | 195,062.40 | 204,817.60 | 215,051.20 | 225,804.80 | 237,099.20 | 248,955.20 |
| 40F | hourly | 55.9840 | 58.7840 | 61.7200 | 64.8080 | 68.0480 | 71.4480 | 75.0240 | 78.7760 | 82.7120 | 86.8480 | 91.1920 | 95.7520 | 100.5360 |
| | bi-weekly | 5,598.40 | 5,878.40 | 6,172.00 | 6,480.80 | 6,804.80 | 7,144.80 | 7,502.40 | 7,877.60 | 8,271.20 | 8,684.80 | 9,119.20 | 9,575.20 | 10,053.60 |
| | semi-monthly | 6,064.93 | 6,368.27 | 6,686.33 | 7,020.87 | 7,371.87 | 7,740.20 | 8,127.60 | 8,534.07 | 8,960.47 | 9,408.53 | 9,879.13 | 10,373.13 | 10,891.40 |
| | monthly | 12,129.87 | 12,736.53 | 13,372.67 | 14,041.73 | 14,743.73 | 15,480.40 | 16,255.20 | 17,068.13 | 17,920.93 | 18,817.07 | 19,758.27 | 20,746.27 | 21,782.80 |
| | annually | 145,558.40 | 152,838.40 | 160,472.00 | 168,500.80 | 176,924.80 | 185,764.80 | 195,062.40 | 204,817.60 | 215,051.20 | 225,804.80 | 237,099.20 | 248,955.20 | 261,393.60 |

**CITY OF BIRMINGHAM
PUBLIC SAFETY FIREFIGHTER RATES**

APPROVED BY PERSONNEL BOARD - 06/26/2025

(Annual Hours 2600)
Effective 07/01/2025

| 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 | PREM3 |
|------------|---------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| 41F | hourly | 58.7840 | 61.7200 | 64.8080 | 68.0480 | 71.4480 | 75.0240 | 78.7760 | 82.7120 | 86.8480 | 91.1920 | 95.7520 | 100.5360 | 105.5600 |
| | bi-weekly | 5,878.40 | 6,172.00 | 6,480.80 | 6,804.80 | 7,144.80 | 7,502.40 | 7,877.60 | 8,271.20 | 8,684.80 | 9,119.20 | 9,575.20 | 10,053.60 | 10,556.00 |
| | semi-monthly | 6,368.27 | 6,686.33 | 7,020.87 | 7,371.87 | 7,740.20 | 8,127.60 | 8,534.07 | 8,960.47 | 9,408.53 | 9,879.13 | 10,373.13 | 10,891.40 | 11,435.67 |
| | monthly | 12,736.53 | 13,372.67 | 14,041.73 | 14,743.73 | 15,480.40 | 16,255.20 | 17,068.13 | 17,920.93 | 18,817.07 | 19,758.27 | 20,746.27 | 21,782.80 | 22,871.33 |
| | annually | 152,838.40 | 160,472.00 | 168,500.80 | 176,924.80 | 185,764.80 | 195,062.40 | 204,817.60 | 215,051.20 | 225,804.80 | 237,099.20 | 248,955.20 | 261,393.60 | 274,456.00 |
| 42F | hourly | 61.7200 | 64.8080 | 68.0480 | 71.4480 | 75.0240 | 78.7760 | 82.7120 | 86.8480 | 91.1920 | 95.7520 | 100.5360 | 105.5600 | 110.8400 |
| | bi-weekly | 6,172.00 | 6,480.80 | 6,804.80 | 7,144.80 | 7,502.40 | 7,877.60 | 8,271.20 | 8,684.80 | 9,119.20 | 9,575.20 | 10,053.60 | 10,556.00 | 11,084.00 |
| | semi-monthly | 6,686.33 | 7,020.87 | 7,371.87 | 7,740.20 | 8,127.60 | 8,534.07 | 8,960.47 | 9,408.53 | 9,879.13 | 10,373.13 | 10,891.40 | 11,435.67 | 12,007.67 |
| | monthly | 13,372.67 | 14,041.73 | 14,743.73 | 15,480.40 | 16,255.20 | 17,068.13 | 17,920.93 | 18,817.07 | 19,758.27 | 20,746.27 | 21,782.80 | 22,871.33 | 24,015.33 |
| | annually | 160,472.00 | 168,500.80 | 176,924.80 | 185,764.80 | 195,062.40 | 204,817.60 | 215,051.20 | 225,804.80 | 237,099.20 | 248,955.20 | 261,393.60 | 274,456.00 | 288,184.00 |
| 43F | hourly | 64.8080 | 68.0480 | 71.4480 | 75.0240 | 78.7760 | 82.7120 | 86.8480 | 91.1920 | 95.7520 | 100.5360 | 105.5600 | 110.8400 | 116.3840 |
| | bi-weekly | 6,480.80 | 6,804.80 | 7,144.80 | 7,502.40 | 7,877.60 | 8,271.20 | 8,684.80 | 9,119.20 | 9,575.20 | 10,053.60 | 10,556.00 | 11,084.00 | 11,638.40 |
| | semi-monthly | 7,020.87 | 7,371.87 | 7,740.20 | 8,127.60 | 8,534.07 | 8,960.47 | 9,408.53 | 9,879.13 | 10,373.13 | 10,891.40 | 11,435.67 | 12,007.67 | 12,608.27 |
| | monthly | 14,041.73 | 14,743.73 | 15,480.40 | 16,255.20 | 17,068.13 | 17,920.93 | 18,817.07 | 19,758.27 | 20,746.27 | 21,782.80 | 22,871.33 | 24,015.33 | 25,216.53 |
| | annually | 168,500.80 | 176,924.80 | 185,764.80 | 195,062.40 | 204,817.60 | 215,051.20 | 225,804.80 | 237,099.20 | 248,955.20 | 261,393.60 | 274,456.00 | 288,184.00 | 302,598.40 |
| 44F | hourly | 68.0480 | 71.4480 | 75.0240 | 78.7760 | 82.7120 | 86.8480 | 91.1920 | 95.7520 | 100.5360 | 105.5600 | 110.8400 | 116.3840 | 122.2000 |
| | bi-weekly | 6,804.80 | 7,144.80 | 7,502.40 | 7,877.60 | 8,271.20 | 8,684.80 | 9,119.20 | 9,575.20 | 10,053.60 | 10,556.00 | 11,084.00 | 11,638.40 | 12,220.00 |
| | semi-monthly | 7,371.87 | 7,740.20 | 8,127.60 | 8,534.07 | 8,960.47 | 9,408.53 | 9,879.13 | 10,373.13 | 10,891.40 | 11,435.67 | 12,007.67 | 12,608.27 | 13,238.33 |
| | monthly | 14,743.73 | 15,480.40 | 16,255.20 | 17,068.13 | 17,920.93 | 18,817.07 | 19,758.27 | 20,746.27 | 21,782.80 | 22,871.33 | 24,015.33 | 25,216.53 | 26,476.67 |
| | annually | 176,924.80 | 185,764.80 | 195,062.40 | 204,817.60 | 215,051.20 | 225,804.80 | 237,099.20 | 248,955.20 | 261,393.60 | 274,456.00 | 288,184.00 | 302,598.40 | 317,720.00 |
| 45F | hourly | 71.4480 | 75.0240 | 78.7760 | 82.7120 | 86.8480 | 91.1920 | 95.7520 | 100.5360 | 105.5600 | 110.8400 | 116.3840 | 122.2000 | 128.3120 |
| | bi-weekly | 7,144.80 | 7,502.40 | 7,877.60 | 8,271.20 | 8,684.80 | 9,119.20 | 9,575.20 | 10,053.60 | 10,556.00 | 11,084.00 | 11,638.40 | 12,220.00 | 12,831.20 |
| | semi-monthly | 7,740.20 | 8,127.60 | 8,534.07 | 8,960.47 | 9,408.53 | 9,879.13 | 10,373.13 | 10,891.40 | 11,435.67 | 12,007.67 | 12,608.27 | 13,238.33 | 13,900.47 |
| | monthly | 15,480.40 | 16,255.20 | 17,068.13 | 17,920.93 | 18,817.07 | 19,758.27 | 20,746.27 | 21,782.80 | 22,871.33 | 24,015.33 | 25,216.53 | 26,476.67 | 27,800.93 |
| | annually | 185,764.80 | 195,062.40 | 204,817.60 | 215,051.20 | 225,804.80 | 237,099.20 | 248,955.20 | 261,393.60 | 274,456.00 | 288,184.00 | 302,598.40 | 317,720.00 | 333,611.20 |
| 46F | hourly | 75.0240 | 78.7760 | 82.7120 | 86.8480 | 91.1920 | 95.7520 | 100.5360 | 105.5600 | 110.8400 | 116.3840 | 122.2000 | 128.3120 | 134.7280 |
| | bi-weekly | 7,502.40 | 7,877.60 | 8,271.20 | 8,684.80 | 9,119.20 | 9,575.20 | 10,053.60 | 10,556.00 | 11,084.00 | 11,638.40 | 12,220.00 | 12,831.20 | 13,472.80 |
| | semi-monthly | 8,127.60 | 8,534.07 | 8,960.47 | 9,408.53 | 9,879.13 | 10,373.13 | 10,891.40 | 11,435.67 | 12,007.67 | 12,608.27 | 13,238.33 | 13,900.47 | 14,595.53 |
| | monthly | 16,255.20 | 17,068.13 | 17,920.93 | 18,817.07 | 19,758.27 | 20,746.27 | 21,782.80 | 22,871.33 | 24,015.33 | 25,216.53 | 26,476.67 | 27,800.93 | 29,191.07 |
| | annually | 195,062.40 | 204,817.60 | 215,051.20 | 225,804.80 | 237,099.20 | 248,955.20 | 261,393.60 | 274,456.00 | 288,184.00 | 302,598.40 | 317,720.00 | 333,611.20 | 350,292.80 |
| 47F | hourly | 78.7760 | 82.7120 | 86.8480 | 91.1920 | 95.7520 | 100.5360 | 105.5600 | 110.8400 | 116.3840 | 122.2000 | 128.3120 | 134.7280 | 141.4640 |
| | bi-weekly | 7,877.60 | 8,271.20 | 8,684.80 | 9,119.20 | 9,575.20 | 10,053.60 | 10,556.00 | 11,084.00 | 11,638.40 | 12,220.00 | 12,831.20 | 13,472.80 | 14,146.40 |
| | semi-monthly | 8,534.07 | 8,960.47 | 9,408.53 | 9,879.13 | 10,373.13 | 10,891.40 | 11,435.67 | 12,007.67 | 12,608.27 | 13,238.33 | 13,900.47 | 14,595.53 | 15,325.27 |
| | monthly | 17,068.13 | 17,920.93 | 18,817.07 | 19,758.27 | 20,746.27 | 21,782.80 | 22,871.33 | 24,015.33 | 25,216.53 | 26,476.67 | 27,800.93 | 29,191.07 | 30,650.53 |
| | annually | 204,817.60 | 215,051.20 | 225,804.80 | 237,099.20 | 248,955.20 | 261,393.60 | 274,456.00 | 288,184.00 | 302,598.40 | 317,720.00 | 333,611.20 | 350,292.80 | 367,806.40 |
| 48F | hourly | 82.7120 | 86.8480 | 91.1920 | 95.7520 | 100.5360 | 105.5600 | 110.8400 | 116.3840 | 122.2000 | 128.3120 | 134.7280 | 141.4640 | 148.5372 |
| | bi-weekly | 8,271.20 | 8,684.80 | 9,119.20 | 9,575.20 | 10,053.60 | 10,556.00 | 11,084.00 | 11,638.40 | 12,220.00 | 12,831.20 | 13,472.80 | 14,146.40 | 14,853.72 |
| | semi-monthly | 8,960.47 | 9,408.53 | 9,879.13 | 10,373.13 | 10,891.40 | 11,435.67 | 12,007.67 | 12,608.27 | 13,238.33 | 13,900.47 | 14,595.53 | 15,325.27 | 16,091.53 |
| | monthly | 17,920.93 | 18,817.07 | 19,758.27 | 20,746.27 | 21,782.80 | 22,871.33 | 24,015.33 | 25,216.53 | 26,476.67 | 27,800.93 | 29,191.07 | 30,650.53 | 32,183.06 |
| | annually | 215,051.20 | 225,804.80 | 237,099.20 | 248,955.20 | 261,393.60 | 274,456.00 | 288,184.00 | 302,598.40 | 317,720.00 | 333,611.20 | 350,292.80 | 367,806.40 | 386,196.72 |