

Gardendale

OFFICIAL FIREFIGHTER SALARY SCHEDULE

October 12, 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

3%

**CITY OF GARDENDALE
FIREFIGHTER RATES
(Hourly Rate Based on 2678 Annual Hours)
Effective 10/12/2025**

Approved by Personnel Board 10/8/2025

Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	PREM 05	PREM 10	PREM 15
17F	hourly	16.9864	17.8408	18.7340	19.6660	20.6524	21.6854	22.7650	23.9068	25.1029	26.3534	27.6738	29.0563	30.5087
	bi-weekly	1,749.60	1,837.60	1,929.60	2,025.60	2,127.20	2,233.60	2,344.80	2,462.40	2,585.60	2,714.40	2,850.40	2,992.80	3,142.40
	semi-monthly	1,895.40	1,990.73	2,090.40	2,194.40	2,304.47	2,419.73	2,540.20	2,667.60	2,801.07	2,940.60	3,087.93	3,242.20	3,404.27
	monthly	3,790.80	3,981.47	4,180.80	4,388.80	4,608.93	4,839.47	5,080.40	5,335.20	5,602.13	5,881.20	6,175.87	6,484.40	6,808.53
	annually	45,489.60	47,777.60	50,169.60	52,665.60	55,307.20	58,073.60	60,964.80	64,022.40	67,225.60	70,574.40	74,110.40	77,812.80	81,702.40
18F	hourly	17.8408	18.7340	19.6660	20.6524	21.6854	22.7650	23.9068	25.1029	26.3534	27.6738	29.0563	30.5087	32.0388
	bi-weekly	1,837.60	1,929.60	2,025.60	2,127.20	2,233.60	2,344.80	2,462.40	2,585.60	2,714.40	2,850.40	2,992.80	3,142.40	3,300.00
	semi-monthly	1,990.73	2,090.40	2,194.40	2,304.47	2,419.73	2,540.20	2,667.60	2,801.07	2,940.60	3,087.93	3,242.20	3,404.27	3,575.00
	monthly	3,981.47	4,180.80	4,388.80	4,608.93	4,839.47	5,080.40	5,335.20	5,602.13	5,881.20	6,175.87	6,484.40	6,808.53	7,150.00
	annually	47,777.60	50,169.60	52,665.60	55,307.20	58,073.60	60,964.80	64,022.40	67,225.60	70,574.40	74,110.40	77,812.80	81,702.40	85,800.00
19F	hourly	18.7340	19.6660	20.6524	21.6854	22.7650	23.9068	25.1029	26.3534	27.6738	29.0563	30.5087	32.0388	33.6388
	bi-weekly	1,929.60	2,025.60	2,127.20	2,233.60	2,344.80	2,462.40	2,585.60	2,714.40	2,850.40	2,992.80	3,142.40	3,300.00	3,464.80
	semi-monthly	2,090.40	2,194.40	2,304.47	2,419.73	2,540.20	2,667.60	2,801.07	2,940.60	3,087.93	3,242.20	3,404.27	3,575.00	3,753.53
	monthly	4,180.80	4,388.80	4,608.93	4,839.47	5,080.40	5,335.20	5,602.13	5,881.20	6,175.87	6,484.40	6,808.53	7,150.00	7,507.07
	annually	50,169.60	52,665.60	55,307.20	58,073.60	60,964.80	64,022.40	67,225.60	70,574.40	74,110.40	77,812.80	81,702.40	85,800.00	90,084.80
20F	hourly	19.6660	20.6524	21.6854	22.7650	23.9068	25.1029	26.3534	27.6738	29.0563	30.5087	32.0388	33.6388	35.3165
	bi-weekly	2,025.60	2,127.20	2,233.60	2,344.80	2,462.40	2,585.60	2,714.40	2,850.40	2,992.80	3,142.40	3,300.00	3,464.80	3,637.60
	semi-monthly	2,194.40	2,304.47	2,419.73	2,540.20	2,667.60	2,801.07	2,940.60	3,087.93	3,242.20	3,404.27	3,575.00	3,753.53	3,940.73
	monthly	4,388.80	4,608.93	4,839.47	5,080.40	5,335.20	5,602.13	5,881.20	6,175.87	6,484.40	6,808.53	7,150.00	7,507.07	7,881.47
	annually	52,665.60	55,307.20	58,073.60	60,964.80	64,022.40	67,225.60	70,574.40	74,110.40	77,812.80	81,702.40	85,800.00	90,084.80	94,577.60
21F	hourly	20.6524	21.6854	22.7650	23.9068	25.1029	26.3534	27.6738	29.0563	30.5087	32.0388	33.6388	35.3165	37.0874
	bi-weekly	2,127.20	2,233.60	2,344.80	2,462.40	2,585.60	2,714.40	2,850.40	2,992.80	3,142.40	3,300.00	3,464.80	3,637.60	3,820.00
	semi-monthly	2,304.47	2,419.73	2,540.20	2,667.60	2,801.07	2,940.60	3,087.93	3,242.20	3,404.27	3,575.00	3,753.53	3,940.73	4,138.33
	monthly	4,608.93	4,839.47	5,080.40	5,335.20	5,602.13	5,881.20	6,175.87	6,484.40	6,808.53	7,150.00	7,507.07	7,881.47	8,276.67
	annually	55,307.20	58,073.60	60,964.80	64,022.40	67,225.60	70,574.40	74,110.40	77,812.80	81,702.40	85,800.00	90,084.80	94,577.60	99,320.00
22F	hourly	21.6854	22.7650	23.9068	25.1029	26.3534	27.6738	29.0563	30.5087	32.0388	33.6388	35.3165	37.0874	38.9359
	bi-weekly	2,233.60	2,344.80	2,462.40	2,585.60	2,714.40	2,850.40	2,992.80	3,142.40	3,300.00	3,464.80	3,637.60	3,820.00	4,010.40
	semi-monthly	2,419.73	2,540.20	2,667.60	2,801.07	2,940.60	3,087.93	3,242.20	3,404.27	3,575.00	3,753.53	3,940.73	4,138.33	4,344.60
	monthly	4,839.47	5,080.40	5,335.20	5,602.13	5,881.20	6,175.87	6,484.40	6,808.53	7,150.00	7,507.07	7,881.47	8,276.67	8,689.20
	annually	58,073.60	60,964.80	64,022.40	67,225.60	70,574.40	74,110.40	77,812.80	81,702.40	85,800.00	90,084.80	94,577.60	99,320.00	104,270.40
23F	hourly	22.7650	23.9068	25.1029	26.3534	27.6738	29.0563	30.5087	32.0388	33.6388	35.3165	37.0874	38.9359	40.8854
	bi-weekly	2,344.80	2,462.40	2,585.60	2,714.40	2,850.40	2,992.80	3,142.40	3,300.00	3,464.80	3,637.60	3,820.00	4,010.40	4,211.20
	semi-monthly	2,540.20	2,667.60	2,801.07	2,940.60	3,087.93	3,242.20	3,404.27	3,575.00	3,753.53	3,940.73	4,138.33	4,344.60	4,562.13
	monthly	5,080.40	5,335.20	5,602.13	5,881.20	6,175.87	6,484.40	6,808.53	7,150.00	7,507.07	7,881.47	8,276.67	8,689.20	9,124.27
	annually	60,964.80	64,022.40	67,225.60	70,574.40	74,110.40	77,812.80	81,702.40	85,800.00	90,084.80	94,577.60	99,320.00	104,270.40	109,491.20
24F	hourly	23.9068	25.1029	26.3534	27.6738	29.0563	30.5087	32.0388	33.6388	35.3165	37.0874	38.9359	40.8854	42.9282
	bi-weekly	2,462.40	2,585.60	2,714.40	2,850.40	2,992.80	3,142.40	3,300.00	3,464.80	3,637.60	3,820.00	4,010.40	4,211.20	4,421.60
	semi-monthly	2,667.60	2,801.07	2,940.60	3,087.93	3,242.20	3,404.27	3,575.00	3,753.53	3,940.73	4,138.33	4,344.60	4,562.13	4,790.07
	monthly	5,335.20	5,602.13	5,881.20	6,175.87	6,484.40	6,808.53	7,150.00	7,507.07	7,881.47	8,276.67	8,689.20	9,124.27	9,580.13
	annually	64,022.40	67,225.60	70,574.40	74,110.40	77,812.80	81,702.40	85,800.00	90,084.80	94,577.60	99,320.00	104,270.40	109,491.20	114,961.60

**CITY OF GARDENDALE
FIREFIGHTER RATES
(Hourly Rate Based on 2678 Annual Hours)
Effective 10/12/2025**

Approved by Personnel Board 10/8/2025

Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	PREM 05	PREM 10	PREM 15
25F	hourly	25.1029	26.3534	27.6738	29.0563	30.5087	32.0388	33.6388	35.3165	37.0874	38.9359	40.8854	42.9282	45.0796
	bi-weekly	2,585.60	2,714.40	2,850.40	2,992.80	3,142.40	3,300.00	3,464.80	3,637.60	3,820.00	4,010.40	4,211.20	4,421.60	4,643.20
	semi-monthly	2,801.07	2,940.60	3,087.93	3,242.20	3,404.27	3,575.00	3,753.53	3,940.73	4,138.33	4,344.60	4,562.13	4,790.07	5,030.13
	monthly	5,602.13	5,881.20	6,175.87	6,484.40	6,808.53	7,150.00	7,507.07	7,881.47	8,276.67	8,689.20	9,124.27	9,580.13	10,060.27
	annually	67,225.60	70,574.40	74,110.40	77,812.80	81,702.40	85,800.00	90,084.80	94,577.60	99,320.00	104,270.40	109,491.20	114,961.60	120,723.20
26F	hourly	26.3534	27.6738	29.0563	30.5087	32.0388	33.6388	35.3165	37.0874	38.9359	40.8854	42.9282	45.0796	47.3320
	bi-weekly	2,714.40	2,850.40	2,992.80	3,142.40	3,300.00	3,464.80	3,637.60	3,820.00	4,010.40	4,211.20	4,421.60	4,643.20	4,875.20
	semi-monthly	2,940.60	3,087.93	3,242.20	3,404.27	3,575.00	3,753.53	3,940.73	4,138.33	4,344.60	4,562.13	4,790.07	5,030.13	5,281.47
	monthly	5,881.20	6,175.87	6,484.40	6,808.53	7,150.00	7,507.07	7,881.47	8,276.67	8,689.20	9,124.27	9,580.13	10,060.27	10,562.93
	annually	70,574.40	74,110.40	77,812.80	81,702.40	85,800.00	90,084.80	94,577.60	99,320.00	104,270.40	109,491.20	114,961.60	120,723.20	126,755.20
27F	hourly	27.6738	29.0563	30.5087	32.0388	33.6388	35.3165	37.0874	38.9359	40.8854	42.9282	45.0796	47.3320	49.7010
	bi-weekly	2,850.40	2,992.80	3,142.40	3,300.00	3,464.80	3,637.60	3,820.00	4,010.40	4,211.20	4,421.60	4,643.20	4,875.20	5,119.20
	semi-monthly	3,087.93	3,242.20	3,404.27	3,575.00	3,753.53	3,940.73	4,138.33	4,344.60	4,562.13	4,790.07	5,030.13	5,281.47	5,545.80
	monthly	6,175.87	6,484.40	6,808.53	7,150.00	7,507.07	7,881.47	8,276.67	8,689.20	9,124.27	9,580.13	10,060.27	10,562.93	11,091.60
	annually	74,110.40	77,812.80	81,702.40	85,800.00	90,084.80	94,577.60	99,320.00	104,270.40	109,491.20	114,961.60	120,723.20	126,755.20	133,099.20
28F	hourly	29.0563	30.5087	32.0388	33.6388	35.3165	37.0874	38.9359	40.8854	42.9282	45.0796	47.3320	49.7010	52.1864
	bi-weekly	2,992.80	3,142.40	3,300.00	3,464.80	3,637.60	3,820.00	4,010.40	4,211.20	4,421.60	4,643.20	4,875.20	5,119.20	5,375.20
	semi-monthly	3,242.20	3,404.27	3,575.00	3,753.53	3,940.73	4,138.33	4,344.60	4,562.13	4,790.07	5,030.13	5,281.47	5,545.80	5,823.13
	monthly	6,484.40	6,808.53	7,150.00	7,507.07	7,881.47	8,276.67	8,689.20	9,124.27	9,580.13	10,060.27	10,562.93	11,091.60	11,646.27
	annually	77,812.80	81,702.40	85,800.00	90,084.80	94,577.60	99,320.00	104,270.40	109,491.20	114,961.60	120,723.20	126,755.20	133,099.20	139,755.20
29F	hourly	30.5087	32.0388	33.6388	35.3165	37.0874	38.9359	40.8854	42.9282	45.0796	47.3320	49.7010	52.1864	54.7883
	bi-weekly	3,142.40	3,300.00	3,464.80	3,637.60	3,820.00	4,010.40	4,211.20	4,421.60	4,643.20	4,875.20	5,119.20	5,375.20	5,643.20
	semi-monthly	3,404.27	3,575.00	3,753.53	3,940.73	4,138.33	4,344.60	4,562.13	4,790.07	5,030.13	5,281.47	5,545.80	5,823.13	6,113.47
	monthly	6,808.53	7,150.00	7,507.07	7,881.47	8,276.67	8,689.20	9,124.27	9,580.13	10,060.27	10,562.93	11,091.60	11,646.27	12,226.93
	annually	81,702.40	85,800.00	90,084.80	94,577.60	99,320.00	104,270.40	109,491.20	114,961.60	120,723.20	126,755.20	133,099.20	139,755.20	146,723.20
30F	hourly	32.0388	33.6388	35.3165	37.0874	38.9359	40.8854	42.9282	45.0796	47.3320	49.7010	52.1864	54.7883	57.5301
	bi-weekly	3,300.00	3,464.80	3,637.60	3,820.00	4,010.40	4,211.20	4,421.60	4,643.20	4,875.20	5,119.20	5,375.20	5,643.20	5,925.60
	semi-monthly	3,575.00	3,753.53	3,940.73	4,138.33	4,344.60	4,562.13	4,790.07	5,030.13	5,281.47	5,545.80	5,823.13	6,113.47	6,419.40
	monthly	7,150.00	7,507.07	7,881.47	8,276.67	8,689.20	9,124.27	9,580.13	10,060.27	10,562.93	11,091.60	11,646.27	12,226.93	12,838.80
	annually	85,800.00	90,084.80	94,577.60	99,320.00	104,270.40	109,491.20	114,961.60	120,723.20	126,755.20	133,099.20	139,755.20	146,723.20	154,065.60
31F	hourly	33.6388	35.3165	37.0874	38.9359	40.8854	42.9282	45.0796	47.3320	49.7010	52.1864	54.7883	57.5301	60.4117
	bi-weekly	3,464.80	3,637.60	3,820.00	4,010.40	4,211.20	4,421.60	4,643.20	4,875.20	5,119.20	5,375.20	5,643.20	5,925.60	6,222.40
	semi-monthly	3,753.53	3,940.73	4,138.33	4,344.60	4,562.13	4,790.07	5,030.13	5,281.47	5,545.80	5,823.13	6,113.47	6,419.40	6,740.93
	monthly	7,507.07	7,881.47	8,276.67	8,689.20	9,124.27	9,580.13	10,060.27	10,562.93	11,091.60	11,646.27	12,226.93	12,838.80	13,481.87
	annually	90,084.80	94,577.60	99,320.00	104,270.40	109,491.20	114,961.60	120,723.20	126,755.20	133,099.20	139,755.20	146,723.20	154,065.60	161,782.40
32F	hourly	35.3165	37.0874	38.9359	40.8854	42.9282	45.0796	47.3320	49.7010	52.1864	54.7883	57.5301	60.4117	63.4252
	bi-weekly	3,637.60	3,820.00	4,010.40	4,211.20	4,421.60	4,643.20	4,875.20	5,119.20	5,375.20	5,643.20	5,925.60	6,222.40	6,532.80
	semi-monthly	3,940.73	4,138.33	4,344.60	4,562.13	4,790.07	5,030.13	5,281.47	5,545.80	5,823.13	6,113.47	6,419.40	6,740.93	7,077.20
	monthly	7,881.47	8,276.67	8,689.20	9,124.27	9,580.13	10,060.27	10,562.93	11,091.60	11,646.27	12,226.93	12,838.80	13,481.87	14,154.40
	annually	94,577.60	99,320.00	104,270.40	109,491.20	114,961.60	120,723.20	126,755.20	133,099.20	139,755.20	146,723.20	154,065.60	161,782.40	169,852.80

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FIREFIGHTER RATES
(Hourly Rate Based on 2678 Annual Hours)
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Approved by Personnel Board 10/8/2025

Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	PREM 05	PREM 10	PREM 15
33F	hourly	37.0874	38.9359	40.8854	42.9282	45.0796	47.3320	49.7010	52.1864	54.7883	57.5301	60.4117	63.4252	66.6019
	bi-weekly	3,820.00	4,010.40	4,211.20	4,421.60	4,643.20	4,875.20	5,119.20	5,375.20	5,643.20	5,925.60	6,222.40	6,532.80	6,860.00
	semi-monthly	4,138.33	4,344.60	4,562.13	4,790.07	5,030.13	5,281.47	5,545.80	5,823.13	6,113.47	6,419.40	6,740.93	7,077.20	7,431.67
	monthly	8,276.67	8,689.20	9,124.27	9,580.13	10,060.27	10,562.93	11,091.60	11,646.27	12,226.93	12,838.80	13,481.87	14,154.40	14,863.33
	annually	99,320.00	104,270.40	109,491.20	114,961.60	120,723.20	126,755.20	133,099.20	139,755.20	146,723.20	154,065.60	161,782.40	169,852.80	178,360.00
34F	hourly	38.9359	40.8854	42.9282	45.0796	47.3320	49.7010	52.1864	54.7883	57.5301	60.4117	63.4252	66.6019	69.9262
	bi-weekly	4,010.40	4,211.20	4,421.60	4,643.20	4,875.20	5,119.20	5,375.20	5,643.20	5,925.60	6,222.40	6,532.80	6,860.00	7,202.40
	semi-monthly	4,344.60	4,562.13	4,790.07	5,030.13	5,281.47	5,545.80	5,823.13	6,113.47	6,419.40	6,740.93	7,077.20	7,431.67	7,802.60
	monthly	8,689.20	9,124.27	9,580.13	10,060.27	10,562.93	11,091.60	11,646.27	12,226.93	12,838.80	13,481.87	14,154.40	14,863.33	15,605.20
	annually	104,270.40	109,491.20	114,961.60	120,723.20	126,755.20	133,099.20	139,755.20	146,723.20	154,065.60	161,782.40	169,852.80	178,360.00	187,262.40
35F	hourly	40.8854	42.9282	45.0796	47.3320	49.7010	52.1864	54.7883	57.5301	60.4117	63.4252	66.6019	69.9262	73.4291
	bi-weekly	4,211.20	4,421.60	4,643.20	4,875.20	5,119.20	5,375.20	5,643.20	5,925.60	6,222.40	6,532.80	6,860.00	7,202.40	7,563.20
	semi-monthly	4,562.13	4,790.07	5,030.13	5,281.47	5,545.80	5,823.13	6,113.47	6,419.40	6,740.93	7,077.20	7,431.67	7,802.60	8,193.47
	monthly	9,124.27	9,580.13	10,060.27	10,562.93	11,091.60	11,646.27	12,226.93	12,838.80	13,481.87	14,154.40	14,863.33	15,605.20	16,386.93
	annually	109,491.20	114,961.60	120,723.20	126,755.20	133,099.20	139,755.20	146,723.20	154,065.60	161,782.40	169,852.80	178,360.00	187,262.40	196,643.20
36F	hourly	42.9282	45.0796	47.3320	49.7010	52.1864	54.7883	57.5301	60.4117	63.4252	66.6019	69.9262	73.4291	77.0951
	bi-weekly	4,421.60	4,643.20	4,875.20	5,119.20	5,375.20	5,643.20	5,925.60	6,222.40	6,532.80	6,860.00	7,202.40	7,563.20	7,940.80
	semi-monthly	4,790.07	5,030.13	5,281.47	5,545.80	5,823.13	6,113.47	6,419.40	6,740.93	7,077.20	7,431.67	7,802.60	8,193.47	8,602.53
	monthly	9,580.13	10,060.27	10,562.93	11,091.60	11,646.27	12,226.93	12,838.80	13,481.87	14,154.40	14,863.33	15,605.20	16,386.93	17,205.07
	annually	114,961.60	120,723.20	126,755.20	133,099.20	139,755.20	146,723.20	154,065.60	161,782.40	169,852.80	178,360.00	187,262.40	196,643.20	206,460.80
37F	hourly	45.0796	47.3320	49.7010	52.1864	54.7883	57.5301	60.4117	63.4252	66.6019	69.9262	73.4291	77.0951	80.9553
	bi-weekly	4,643.20	4,875.20	5,119.20	5,375.20	5,643.20	5,925.60	6,222.40	6,532.80	6,860.00	7,202.40	7,563.20	7,940.80	8,338.40
	semi-monthly	5,030.13	5,281.47	5,545.80	5,823.13	6,113.47	6,419.40	6,740.93	7,077.20	7,431.67	7,802.60	8,193.47	8,602.53	9,033.27
	monthly	10,060.27	10,562.93	11,091.60	11,646.27	12,226.93	12,838.80	13,481.87	14,154.40	14,863.33	15,605.20	16,386.93	17,205.07	18,066.53
	annually	120,723.20	126,755.20	133,099.20	139,755.20	146,723.20	154,065.60	161,782.40	169,852.80	178,360.00	187,262.40	196,643.20	206,460.80	216,798.40
38F	hourly	47.3320	49.7010	52.1864	54.7883	57.5301	60.4117	63.4252	66.6019	69.9262	73.4291	77.0951	80.9553	85.0019
	bi-weekly	4,875.20	5,119.20	5,375.20	5,643.20	5,925.60	6,222.40	6,532.80	6,860.00	7,202.40	7,563.20	7,940.80	8,338.40	8,755.20
	semi-monthly	5,281.47	5,545.80	5,823.13	6,113.47	6,419.40	6,740.93	7,077.20	7,431.67	7,802.60	8,193.47	8,602.53	9,033.27	9,484.80
	monthly	10,562.93	11,091.60	11,646.27	12,226.93	12,838.80	13,481.87	14,154.40	14,863.33	15,605.20	16,386.93	17,205.07	18,066.53	18,969.60
	annually	126,755.20	133,099.20	139,755.20	146,723.20	154,065.60	161,782.40	169,852.80	178,360.00	187,262.40	196,643.20	206,460.80	216,798.40	227,635.20
39F	hourly	49.7010	52.1864	54.7883	57.5301	60.4117	63.4252	66.6019	69.9262	73.4291	77.0951	80.9553	85.0019	89.2505
	bi-weekly	5,119.20	5,375.20	5,643.20	5,925.60	6,222.40	6,532.80	6,860.00	7,202.40	7,563.20	7,940.80	8,338.40	8,755.20	9,192.80
	semi-monthly	5,545.80	5,823.13	6,113.47	6,419.40	6,740.93	7,077.20	7,431.67	7,802.60	8,193.47	8,602.53	9,033.27	9,484.80	9,958.87
	monthly	11,091.60	11,646.27	12,226.93	12,838.80	13,481.87	14,154.40	14,863.33	15,605.20	16,386.93	17,205.07	18,066.53	18,969.60	19,917.73
	annually	133,099.20	139,755.20	146,723.20	154,065.60	161,782.40	169,852.80	178,360.00	187,262.40	196,643.20	206,460.80	216,798.40	227,635.20	239,012.80
40F	hourly	52.1864	54.7883	57.5301	60.4117	63.4252	66.6019	69.9262	73.4291	77.0951	80.9553	85.0019	89.2505	93.7087
	bi-weekly	5,375.20	5,643.20	5,925.60	6,222.40	6,532.80	6,860.00	7,202.40	7,563.20	7,940.80	8,338.40	8,755.20	9,192.80	9,652.00
	semi-monthly	5,823.13	6,113.47	6,419.40	6,740.93	7,077.20	7,431.67	7,802.60	8,193.47	8,602.53	9,033.27	9,484.80	9,958.87	10,456.33
	monthly	11,646.27	12,226.93	12,838.80	13,481.87	14,154.40	14,863.33	15,605.20	16,386.93	17,205.07	18,066.53	18,969.60	19,917.73	20,912.67
	annually	139,755.20	146,723.20	154,065.60	161,782.40	169,852.80	178,360.00	187,262.40	196,643.20	206,460.80	216,798.40	227,635.20	239,012.80	250,952.00

**CITY OF GARDENDALE
FIREFIGHTER RATES
(Hourly Rate Based on 2678 Annual Hours)
Effective 10/12/2025**

Approved by Personnel Board 10/8/2025

Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	PREM 05	PREM 10	PREM 15
41F	hourly	54.7883	57.5301	60.4117	63.4252	66.6019	69.9262	73.4291	77.0951	80.9553	85.0019	89.2505	93.7087	98.4000
	bi-weekly	5,643.20	5,925.60	6,222.40	6,532.80	6,860.00	7,202.40	7,563.20	7,940.80	8,338.40	8,755.20	9,192.80	9,652.00	10,135.20
	semi-monthly	6,113.47	6,419.40	6,740.93	7,077.20	7,431.67	7,802.60	8,193.47	8,602.53	9,033.27	9,484.80	9,958.87	10,456.33	10,979.80
	monthly	12,226.93	12,838.80	13,481.87	14,154.40	14,863.33	15,605.20	16,386.93	17,205.07	18,066.53	18,969.60	19,917.73	20,912.67	21,959.60
	annually	146,723.20	154,065.60	161,782.40	169,852.80	178,360.00	187,262.40	196,643.20	206,460.80	216,798.40	227,635.20	239,012.80	250,952.00	263,515.20
42F	hourly	57.5301	60.4117	63.4252	66.6019	69.9262	73.4291	77.0951	80.9553	85.0019	89.2505	93.7087	98.4000	103.3165
	bi-weekly	5,925.60	6,222.40	6,532.80	6,860.00	7,202.40	7,563.20	7,940.80	8,338.40	8,755.20	9,192.80	9,652.00	10,135.20	10,641.60
	semi-monthly	6,419.40	6,740.93	7,077.20	7,431.67	7,802.60	8,193.47	8,602.53	9,033.27	9,484.80	9,958.87	10,456.33	10,979.80	11,528.40
	monthly	12,838.80	13,481.87	14,154.40	14,863.33	15,605.20	16,386.93	17,205.07	18,066.53	18,969.60	19,917.73	20,912.67	21,959.60	23,056.80
	annually	154,065.60	161,782.40	169,852.80	178,360.00	187,262.40	196,643.20	206,460.80	216,798.40	227,635.20	239,012.80	250,952.00	263,515.20	276,681.60
43F	hourly	60.4117	63.4252	66.6019	69.9262	73.4291	77.0951	80.9553	85.0019	89.2505	93.7087	98.4000	103.3165	108.4816
	bi-weekly	6,222.40	6,532.80	6,860.00	7,202.40	7,563.20	7,940.80	8,338.40	8,755.20	9,192.80	9,652.00	10,135.20	10,641.60	11,173.60
	semi-monthly	6,740.93	7,077.20	7,431.67	7,802.60	8,193.47	8,602.53	9,033.27	9,484.80	9,958.87	10,456.33	10,979.80	11,528.40	12,104.73
	monthly	13,481.87	14,154.40	14,863.33	15,605.20	16,386.93	17,205.07	18,066.53	18,969.60	19,917.73	20,912.67	21,959.60	23,056.80	24,209.47
	annually	161,782.40	169,852.80	178,360.00	187,262.40	196,643.20	206,460.80	216,798.40	227,635.20	239,012.80	250,952.00	263,515.20	276,681.60	290,513.60
44F	hourly	63.4252	66.6019	69.9262	73.4291	77.0951	80.9553	85.0019	89.2505	93.7087	98.4000	103.3165	108.4816	113.9107
	bi-weekly	6,532.80	6,860.00	7,202.40	7,563.20	7,940.80	8,338.40	8,755.20	9,192.80	9,652.00	10,135.20	10,641.60	11,173.60	11,732.80
	semi-monthly	7,077.20	7,431.67	7,802.60	8,193.47	8,602.53	9,033.27	9,484.80	9,958.87	10,456.33	10,979.80	11,528.40	12,104.73	12,710.53
	monthly	14,154.40	14,863.33	15,605.20	16,386.93	17,205.07	18,066.53	18,969.60	19,917.73	20,912.67	21,959.60	23,056.80	24,209.47	25,421.07
	annually	169,852.80	178,360.00	187,262.40	196,643.20	206,460.80	216,798.40	227,635.20	239,012.80	250,952.00	263,515.20	276,681.60	290,513.60	305,052.80
45F	hourly	66.6019	69.9262	73.4291	77.0951	80.9553	85.0019	89.2505	93.7087	98.4000	103.3165	108.4816	113.9107	119.6039
	bi-weekly	6,860.00	7,202.40	7,563.20	7,940.80	8,338.40	8,755.20	9,192.80	9,652.00	10,135.20	10,641.60	11,173.60	11,732.80	12,319.20
	semi-monthly	7,431.67	7,802.60	8,193.47	8,602.53	9,033.27	9,484.80	9,958.87	10,456.33	10,979.80	11,528.40	12,104.73	12,710.53	13,345.80
	monthly	14,863.33	15,605.20	16,386.93	17,205.07	18,066.53	18,969.60	19,917.73	20,912.67	21,959.60	23,056.80	24,209.47	25,421.07	26,691.60
	annually	178,360.00	187,262.40	196,643.20	206,460.80	216,798.40	227,635.20	239,012.80	250,952.00	263,515.20	276,681.60	290,513.60	305,052.80	320,299.20
46F	hourly	69.9262	73.4291	77.0951	80.9553	85.0019	89.2505	93.7087	98.4000	103.3165	108.4816	113.9107	119.6039	125.5845
	bi-weekly	7,202.40	7,563.20	7,940.80	8,338.40	8,755.20	9,192.80	9,652.00	10,135.20	10,641.60	11,173.60	11,732.80	12,319.20	12,935.20
	semi-monthly	7,802.60	8,193.47	8,602.53	9,033.27	9,484.80	9,958.87	10,456.33	10,979.80	11,528.40	12,104.73	12,710.53	13,345.80	14,013.13
	monthly	15,605.20	16,386.93	17,205.07	18,066.53	18,969.60	19,917.73	20,912.67	21,959.60	23,056.80	24,209.47	25,421.07	26,691.60	28,026.27
	annually	187,262.40	196,643.20	206,460.80	216,798.40	227,635.20	239,012.80	250,952.00	263,515.20	276,681.60	290,513.60	305,052.80	320,299.20	336,315.20
47F	hourly	73.4291	77.0951	80.9553	85.0019	89.2505	93.7087	98.4000	103.3165	108.4816	113.9107	119.6039	125.5845	131.8602
	bi-weekly	7,563.20	7,940.80	8,338.40	8,755.20	9,192.80	9,652.00	10,135.20	10,641.60	11,173.60	11,732.80	12,319.20	12,935.20	13,581.60
	semi-monthly	8,193.47	8,602.53	9,033.27	9,484.80	9,958.87	10,456.33	10,979.80	11,528.40	12,104.73	12,710.53	13,345.80	14,013.13	14,713.40
	monthly	16,386.93	17,205.07	18,066.53	18,969.60	19,917.73	20,912.67	21,959.60	23,056.80	24,209.47	25,421.07	26,691.60	28,026.27	29,426.80
	annually	196,643.20	206,460.80	216,798.40	227,635.20	239,012.80	250,952.00	263,515.20	276,681.60	290,513.60	305,052.80	320,299.20	336,315.20	353,121.60
48F	hourly	77.0951	80.9553	85.0019	89.2505	93.7087	98.4000	103.3165	108.4816	113.9107	119.6039	125.5845	131.8602	138.4544
	bi-weekly	7,940.80	8,338.40	8,755.20	9,192.80	9,652.00	10,135.20	10,641.60	11,173.60	11,732.80	12,319.20	12,935.20	13,581.60	14,260.80
	semi-monthly	8,602.53	9,033.27	9,484.80	9,958.87	10,456.33	10,979.80	11,528.40	12,104.73	12,710.53	13,345.80	14,013.13	14,713.40	15,449.20
	monthly	17,205.07	18,066.53	18,969.60	19,917.73	20,912.67	21,959.60	23,056.80	24,209.47	25,421.07	26,691.60	28,026.27	29,426.80	30,898.40
	annually	206,460.80	216,798.40	227,635.20	239,012.80	250,952.00	263,515.20	276,681.60	290,513.60	305,052.80	320,299.20	336,315.20	353,121.60	370,780.80