

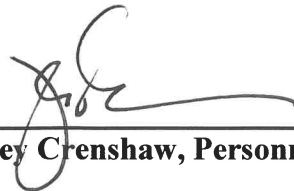
# **City of Irondale**

## **OFFICIAL FIREFIGHTER SALARY SCHEDULE**

**February 18, 2026**

**THE PERSONNEL BOARD OF JEFFERSON COUNTY  
2121 8<sup>TH</sup> 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**



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**Jeffrey Crenshaw, Personnel Board Director**

**2.8%**

**CITY OF IRONDALE  
FIREFIGHTER RATES  
(Hourly Rate based on 2600 Annual Hours)  
Effective February 16, 2026**

Acknowledged by Personnel Board January 22, 2026

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
<b>17F</b>	<b>hourly</b>	18,256.00	19,168.00	20,128.00	21,128.00	22,184.00	23,296.00	24,464.00	25,680.00	26,968.00	28,320.00	29,736.00	31,216.00	32,776.00
	<b>bi-weekly</b>	1,825.60	1,916.80	2,012.80	2,112.80	2,218.40	2,329.60	2,446.40	2,568.00	2,696.80	2,832.00	2,973.60	3,121.60	3,277.60
	<b>semi-monthly</b>	1,977.73	2,076.53	2,180.53	2,288.87	2,403.27	2,523.73	2,650.27	2,782.00	2,921.53	3,068.00	3,221.40	3,381.73	3,550.73
	<b>monthly</b>	3,955.47	4,153.07	4,361.07	4,577.73	4,806.53	5,047.47	5,300.53	5,564.00	5,843.07	6,136.00	6,442.80	6,763.47	7,101.47
	<b>annually</b>	47,465.60	49,836.80	52,332.80	54,932.80	57,678.40	60,569.60	63,606.40	66,768.00	70,116.80	73,632.00	77,313.60	81,161.60	85,217.60
<b>18F</b>	<b>hourly</b>	19,168.00	20,128.00	21,128.00	22,184.00	23,296.00	24,464.00	25,680.00	26,968.00	28,320.00	29,736.00	31,216.00	32,776.00	34,416.00
	<b>bi-weekly</b>	1,916.80	2,012.80	2,112.80	2,218.40	2,329.60	2,446.40	2,568.00	2,696.80	2,832.00	2,973.60	3,121.60	3,277.60	3,441.60
	<b>semi-monthly</b>	2,076.53	2,180.53	2,288.87	2,403.27	2,523.73	2,650.27	2,782.00	2,921.53	3,068.00	3,221.40	3,381.73	3,550.73	3,728.40
	<b>monthly</b>	4,153.07	4,361.07	4,577.73	4,806.53	5,047.47	5,300.53	5,564.00	5,843.07	6,136.00	6,442.80	6,763.47	7,101.47	7,456.80
	<b>annually</b>	49,836.80	52,332.80	54,932.80	57,678.40	60,569.60	63,606.40	66,768.00	70,116.80	73,632.00	77,313.60	81,161.60	85,217.60	89,481.60
<b>19F</b>	<b>hourly</b>	20,128.00	21,128.00	22,184.00	23,296.00	24,464.00	25,680.00	26,968.00	28,320.00	29,736.00	31,216.00	32,776.00	34,416.00	36,136.00
	<b>bi-weekly</b>	2,012.80	2,112.80	2,218.40	2,329.60	2,446.40	2,568.00	2,696.80	2,832.00	2,973.60	3,121.60	3,277.60	3,441.60	3,613.60
	<b>semi-monthly</b>	2,180.53	2,288.87	2,403.27	2,523.73	2,650.27	2,782.00	2,921.53	3,068.00	3,221.40	3,381.73	3,550.73	3,728.40	3,914.73
	<b>monthly</b>	4,361.07	4,577.73	4,806.53	5,047.47	5,300.53	5,564.00	5,843.07	6,136.00	6,442.80	6,763.47	7,101.47	7,456.80	7,829.47
	<b>annually</b>	52,332.80	54,932.80	57,678.40	60,569.60	63,606.40	66,768.00	70,116.80	73,632.00	77,313.60	81,161.60	85,217.60	89,481.60	93,953.60
<b>20F</b>	<b>hourly</b>	21,128.00	22,184.00	23,296.00	24,464.00	25,680.00	26,968.00	28,320.00	29,736.00	31,216.00	32,776.00	34,416.00	36,136.00	37,944.00
	<b>bi-weekly</b>	2,112.80	2,218.40	2,329.60	2,446.40	2,568.00	2,696.80	2,832.00	2,973.60	3,121.60	3,277.60	3,441.60	3,613.60	3,794.40
	<b>semi-monthly</b>	2,288.87	2,403.27	2,523.73	2,650.27	2,782.00	2,921.53	3,068.00	3,221.40	3,381.73	3,550.73	3,728.40	3,914.73	4,110.60
	<b>monthly</b>	4,577.73	4,806.53	5,047.47	5,300.53	5,564.00	5,843.07	6,136.00	6,442.80	6,763.47	7,101.47	7,456.80	7,829.47	8,221.20
	<b>annually</b>	54,932.80	57,678.40	60,569.60	63,606.40	66,768.00	70,116.80	73,632.00	77,313.60	81,161.60	85,217.60	89,481.60	93,953.60	98,654.40
<b>21F</b>	<b>hourly</b>	22,184.00	23,296.00	24,464.00	25,680.00	26,968.00	28,320.00	29,736.00	31,216.00	32,776.00	34,416.00	36,136.00	37,944.00	39,848.00
	<b>bi-weekly</b>	2,218.40	2,329.60	2,446.40	2,568.00	2,696.80	2,832.00	2,973.60	3,121.60	3,277.60	3,441.60	3,613.60	3,794.40	3,984.80
	<b>semi-monthly</b>	2,403.27	2,523.73	2,650.27	2,782.00	2,921.53	3,068.00	3,221.40	3,381.73	3,550.73	3,728.40	3,914.73	4,110.60	4,316.87
	<b>monthly</b>	4,806.53	5,047.47	5,300.53	5,564.00	5,843.07	6,136.00	6,442.80	6,763.47	7,101.47	7,456.80	7,829.47	8,221.20	8,633.73
	<b>annually</b>	57,678.40	60,569.60	63,606.40	66,768.00	70,116.80	73,632.00	77,313.60	81,161.60	85,217.60	89,481.60	93,953.60	98,654.40	103,604.80
<b>22F</b>	<b>hourly</b>	23,296.00	24,464.00	25,680.00	26,968.00	28,320.00	29,736.00	31,216.00	32,776.00	34,416.00	36,136.00	37,944.00	39,848.00	41,840.00
	<b>bi-weekly</b>	2,329.60	2,446.40	2,568.00	2,696.80	2,832.00	2,973.60	3,121.60	3,277.60	3,441.60	3,613.60	3,794.40	3,984.80	4,184.00
	<b>semi-monthly</b>	2,523.73	2,650.27	2,782.00	2,921.53	3,068.00	3,221.40	3,381.73	3,550.73	3,728.40	3,914.73	4,110.60	4,316.87	4,532.67
	<b>monthly</b>	5,047.47	5,300.53	5,564.00	5,843.07	6,136.00	6,442.80	6,763.47	7,101.47	7,456.80	7,829.47	8,221.20	8,633.73	9,065.33
	<b>annually</b>	60,569.60	63,606.40	66,768.00	70,116.80	73,632.00	77,313.60	81,161.60	85,217.60	89,481.60	93,953.60	98,654.40	103,604.80	108,784.00
<b>23F</b>	<b>hourly</b>	24,464.00	25,680.00	26,968.00	28,320.00	29,736.00	31,216.00	32,776.00	34,416.00	36,136.00	37,944.00	39,848.00	41,840.00	43,928.00
	<b>bi-weekly</b>	2,446.40	2,568.00	2,696.80	2,832.00	2,973.60	3,121.60	3,277.60	3,441.60	3,613.60	3,794.40	3,984.80	4,184.00	4,392.80
	<b>semi-monthly</b>	2,650.27	2,782.00	2,921.53	3,068.00	3,221.40	3,381.73	3,550.73	3,728.40	3,914.73	4,110.60	4,316.87	4,532.67	4,758.87
	<b>monthly</b>	5,300.53	5,564.00	5,843.07	6,136.00	6,442.80	6,763.47	7,101.47	7,456.80	7,829.47	8,221.20	8,633.73	9,065.33	9,517.73
	<b>annually</b>	63,606.40	66,768.00	70,116.80	73,632.00	77,313.60	81,161.60	85,217.60	89,481.60	93,953.60	98,654.40	103,604.80	108,784.00	114,212.80
<b>24F</b>	<b>hourly</b>	25,680.00	26,968.00	28,320.00	29,736.00	31,216.00	32,776.00	34,416.00	36,136.00	37,944.00	39,848.00	41,840.00	43,928.00	46,128.00
	<b>bi-weekly</b>	2,568.00	2,696.80	2,832.00	2,973.60	3,121.60	3,277.60	3,441.60	3,613.60	3,794.40	3,984.80	4,184.00	4,392.80	4,612.80
	<b>semi-monthly</b>	2,782.00	2,921.53	3,068.00	3,221.40	3,381.73	3,550.73	3,728.40	3,914.73	4,110.60	4,316.87	4,532.67	4,758.87	4,997.20
	<b>monthly</b>	5,564.00	5,843.07	6,136.00	6,442.80	6,763.47	7,101.47	7,456.80	7,829.47	8,221.20	8,633.73	9,065.33	9,517.73	9,994.40
	<b>annually</b>	66,768.00	70,116.80	73,632.00	77,313.60	81,161.60	85,217.60	89,481.60	93,953.60	98,654.40	103,604.80	108,784.00	114,212.80	119,932.80

**CITY OF IRONDALE  
FIREFIGHTER RATES  
(Hourly Rate based on 2600 Annual Hours)  
Effective February 16, 2026**

Acknowledged by Personnel Board January 22, 2026

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
<b>25F</b>	<b>hourly</b>	26,968.00	28,320.00	29,736.00	31,216.00	32,776.00	34,416.00	36,136.00	37,944.00	39,848.00	41,840.00	43,928.00	46,128.00	48,432.00
	<b>bi-weekly</b>	2,696.80	2,832.00	2,973.60	3,121.60	3,277.60	3,441.60	3,613.60	3,794.40	3,984.80	4,184.00	4,392.80	4,612.80	4,843.20
	<b>semi-monthly</b>	2,921.53	3,068.00	3,221.40	3,381.73	3,550.73	3,728.40	3,914.73	4,110.60	4,316.87	4,532.67	4,758.87	4,997.20	5,246.80
	<b>monthly</b>	5,843.07	6,136.00	6,442.80	6,763.47	7,101.47	7,456.80	7,829.47	8,221.20	8,633.73	9,065.33	9,517.73	9,994.40	10,493.60
	<b>annually</b>	70,116.80	73,632.00	77,313.60	81,161.60	85,217.60	89,481.60	93,953.60	98,654.40	103,604.80	108,784.00	114,212.80	119,932.80	125,923.20
<b>26F</b>	<b>hourly</b>	28,320.00	29,736.00	31,216.00	32,776.00	34,416.00	36,136.00	37,944.00	39,848.00	41,840.00	43,928.00	46,128.00	48,432.00	50,856.00
	<b>bi-weekly</b>	2,832.00	2,973.60	3,121.60	3,277.60	3,441.60	3,613.60	3,794.40	3,984.80	4,184.00	4,392.80	4,612.80	4,843.20	5,085.60
	<b>semi-monthly</b>	3,068.00	3,221.40	3,381.73	3,550.73	3,728.40	3,914.73	4,110.60	4,316.87	4,532.67	4,758.87	4,997.20	5,246.80	5,509.40
	<b>monthly</b>	6,136.00	6,442.80	6,763.47	7,101.47	7,456.80	7,829.47	8,221.20	8,633.73	9,065.33	9,517.73	9,994.40	10,493.60	11,018.80
	<b>annually</b>	73,632.00	77,313.60	81,161.60	85,217.60	89,481.60	93,953.60	98,654.40	103,604.80	108,784.00	114,212.80	119,932.80	125,923.20	132,225.60
<b>27F</b>	<b>hourly</b>	29,736.00	31,216.00	32,776.00	34,416.00	36,136.00	37,944.00	39,848.00	41,840.00	43,928.00	46,128.00	48,432.00	50,856.00	53,392.00
	<b>bi-weekly</b>	2,973.60	3,121.60	3,277.60	3,441.60	3,613.60	3,794.40	3,984.80	4,184.00	4,392.80	4,612.80	4,843.20	5,085.60	5,339.20
	<b>semi-monthly</b>	3,221.40	3,381.73	3,550.73	3,728.40	3,914.73	4,110.60	4,316.87	4,532.67	4,758.87	4,997.20	5,246.80	5,509.40	5,784.13
	<b>monthly</b>	6,442.80	6,763.47	7,101.47	7,456.80	7,829.47	8,221.20	8,633.73	9,065.33	9,517.73	9,994.40	10,493.60	11,018.80	11,568.27
	<b>annually</b>	77,313.60	81,161.60	85,217.60	89,481.60	93,953.60	98,654.40	103,604.80	108,784.00	114,212.80	119,932.80	125,923.20	132,225.60	138,819.20
<b>28F</b>	<b>hourly</b>	31,216.00	32,776.00	34,416.00	36,136.00	37,944.00	39,848.00	41,840.00	43,928.00	46,128.00	48,432.00	50,856.00	53,392.00	56,064.00
	<b>bi-weekly</b>	3,121.60	3,277.60	3,441.60	3,613.60	3,794.40	3,984.80	4,184.00	4,392.80	4,612.80	4,843.20	5,085.60	5,339.20	5,606.40
	<b>semi-monthly</b>	3,381.73	3,550.73	3,728.40	3,914.73	4,110.60	4,316.87	4,532.67	4,758.87	4,997.20	5,246.80	5,509.40	5,784.13	6,073.60
	<b>monthly</b>	6,763.47	7,101.47	7,456.80	7,829.47	8,221.20	8,633.73	9,065.33	9,517.73	9,994.40	10,493.60	11,018.80	11,568.27	12,147.20
	<b>annually</b>	81,161.60	85,217.60	89,481.60	93,953.60	98,654.40	103,604.80	108,784.00	114,212.80	119,932.80	125,923.20	132,225.60	138,819.20	145,766.40
<b>29F</b>	<b>hourly</b>	32,776.00	34,416.00	36,136.00	37,944.00	39,848.00	41,840.00	43,928.00	46,128.00	48,432.00	50,856.00	53,392.00	56,064.00	58,872.00
	<b>bi-weekly</b>	3,277.60	3,441.60	3,613.60	3,794.40	3,984.80	4,184.00	4,392.80	4,612.80	4,843.20	5,085.60	5,339.20	5,606.40	5,887.20
	<b>semi-monthly</b>	3,550.73	3,728.40	3,914.73	4,110.60	4,316.87	4,532.67	4,758.87	4,997.20	5,246.80	5,509.40	5,784.13	6,073.60	6,377.80
	<b>monthly</b>	7,101.47	7,456.80	7,829.47	8,221.20	8,633.73	9,065.33	9,517.73	9,994.40	10,493.60	11,018.80	11,568.27	12,147.20	12,755.60
	<b>annually</b>	85,217.60	89,481.60	93,953.60	98,654.40	103,604.80	108,784.00	114,212.80	119,932.80	125,923.20	132,225.60	138,819.20	145,766.40	153,067.20
<b>30F</b>	<b>hourly</b>	34,416.00	36,136.00	37,944.00	39,848.00	41,840.00	43,928.00	46,128.00	48,432.00	50,856.00	53,392.00	56,064.00	58,872.00	61,808.00
	<b>bi-weekly</b>	3,441.60	3,613.60	3,794.40	3,984.80	4,184.00	4,392.80	4,612.80	4,843.20	5,085.60	5,339.20	5,606.40	5,887.20	6,180.80
	<b>semi-monthly</b>	3,728.40	3,914.73	4,110.60	4,316.87	4,532.67	4,758.87	4,997.20	5,246.80	5,509.40	5,784.13	6,073.60	6,377.80	6,695.87
	<b>monthly</b>	7,456.80	7,829.47	8,221.20	8,633.73	9,065.33	9,517.73	9,994.40	10,493.60	11,018.80	11,568.27	12,147.20	12,755.60	13,391.73
	<b>annually</b>	89,481.60	93,953.60	98,654.40	103,604.80	108,784.00	114,212.80	119,932.80	125,923.20	132,225.60	138,819.20	145,766.40	153,067.20	160,700.80
<b>31F</b>	<b>hourly</b>	36,136.00	37,944.00	39,848.00	41,840.00	43,928.00	46,128.00	48,432.00	50,856.00	53,392.00	56,064.00	58,872.00	61,808.00	64,904.00
	<b>bi-weekly</b>	3,613.60	3,794.40	3,984.80	4,184.00	4,392.80	4,612.80	4,843.20	5,085.60	5,339.20	5,606.40	5,887.20	6,180.80	6,490.40
	<b>semi-monthly</b>	3,914.73	4,110.60	4,316.87	4,532.67	4,758.87	4,997.20	5,246.80	5,509.40	5,784.13	6,073.60	6,377.80	6,695.87	7,031.27
	<b>monthly</b>	7,829.47	8,221.20	8,633.73	9,065.33	9,517.73	9,994.40	10,493.60	11,018.80	11,568.27	12,147.20	12,755.60	13,391.73	14,062.53
	<b>annually</b>	93,953.60	98,654.40	103,604.80	108,784.00	114,212.80	119,932.80	125,923.20	132,225.60	138,819.20	145,766.40	153,067.20	160,700.80	168,750.40
<b>32F</b>	<b>hourly</b>	37,944.00	39,848.00	41,840.00	43,928.00	46,128.00	48,432.00	50,856.00	53,392.00	56,064.00	58,872.00	61,808.00	64,904.00	68,144.00
	<b>bi-weekly</b>	3,794.40	3,984.80	4,184.00	4,392.80	4,612.80	4,843.20	5,085.60	5,339.20	5,606.40	5,887.20	6,180.80	6,490.40	6,814.40
	<b>semi-monthly</b>	4,110.60	4,316.87	4,532.67	4,758.87	4,997.20	5,246.80	5,509.40	5,784.13	6,073.60	6,377.80	6,695.87	7,031.27	7,382.27
	<b>monthly</b>	8,221.20	8,633.73	9,065.33	9,517.73	9,994.40	10,493.60	11,018.80	11,568.27	12,147.20	12,755.60	13,391.73	14,062.53	14,764.53
	<b>annually</b>	98,654.40	103,604.80	108,784.00	114,212.80	119,932.80	125,923.20	132,225.60	138,819.20	145,766.40	153,067.20	160,700.80	168,750.40	177,174.40

**CITY OF IRONDALE  
FIREFIGHTER RATES  
(Hourly Rate based on 2600 Annual Hours)  
Effective February 16, 2026**

Acknowledged by Personnel Board January 22, 2026

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
<b>33F</b>	<b>hourly</b>	39,848.00	41,840.00	43,928.00	46,128.00	48,432.00	50,856.00	53,392.00	56,064.00	58,872.00	61,808.00	64,904.00	68,144.00	71,552.00
	<b>bi-weekly</b>	3,984.80	4,184.00	4,392.80	4,612.80	4,843.20	5,085.60	5,339.20	5,606.40	5,887.20	6,180.80	6,490.40	6,814.40	7,155.20
	<b>semi-monthly</b>	4,316.87	4,532.67	4,758.87	4,997.20	5,246.80	5,509.40	5,784.13	6,073.60	6,377.80	6,695.87	7,031.27	7,382.27	7,751.47
	<b>monthly</b>	8,633.73	9,065.33	9,517.73	9,994.40	10,493.60	11,018.80	11,568.27	12,147.20	12,755.60	13,391.73	14,062.53	14,764.53	15,502.93
	<b>annually</b>	103,604.80	108,784.00	114,212.80	119,932.80	125,923.20	132,225.60	138,819.20	145,766.40	153,067.20	160,700.80	168,750.40	177,174.40	186,035.20
<b>34F</b>	<b>hourly</b>	41,840.00	43,928.00	46,128.00	48,432.00	50,856.00	53,392.00	56,064.00	58,872.00	61,808.00	64,904.00	68,144.00	71,552.00	75,136.00
	<b>bi-weekly</b>	4,184.00	4,392.80	4,612.80	4,843.20	5,085.60	5,339.20	5,606.40	5,887.20	6,180.80	6,490.40	6,814.40	7,155.20	7,513.60
	<b>semi-monthly</b>	4,532.67	4,758.87	4,997.20	5,246.80	5,509.40	5,784.13	6,073.60	6,377.80	6,695.87	7,031.27	7,382.27	7,751.47	8,139.73
	<b>monthly</b>	9,065.33	9,517.73	9,994.40	10,493.60	11,018.80	11,568.27	12,147.20	12,755.60	13,391.73	14,062.53	14,764.53	15,502.93	16,279.47
	<b>annually</b>	108,784.00	114,212.80	119,932.80	125,923.20	132,225.60	138,819.20	145,766.40	153,067.20	160,700.80	168,750.40	177,174.40	186,035.20	195,353.60
<b>35F</b>	<b>hourly</b>	43,928.00	46,128.00	48,432.00	50,856.00	53,392.00	56,064.00	58,872.00	61,808.00	64,904.00	68,144.00	71,552.00	75,136.00	78,888.00
	<b>bi-weekly</b>	4,392.80	4,612.80	4,843.20	5,085.60	5,339.20	5,606.40	5,887.20	6,180.80	6,490.40	6,814.40	7,155.20	7,513.60	7,888.80
	<b>semi-monthly</b>	4,758.87	4,997.20	5,246.80	5,509.40	5,784.13	6,073.60	6,377.80	6,695.87	7,031.27	7,382.27	7,751.47	8,139.73	8,546.20
	<b>monthly</b>	9,517.73	9,994.40	10,493.60	11,018.80	11,568.27	12,147.20	12,755.60	13,391.73	14,062.53	14,764.53	15,502.93	16,279.47	17,092.40
	<b>annually</b>	114,212.80	119,932.80	125,923.20	132,225.60	138,819.20	145,766.40	153,067.20	160,700.80	168,750.40	177,174.40	186,035.20	195,353.60	205,108.80
<b>36F</b>	<b>hourly</b>	46,128.00	48,432.00	50,856.00	53,392.00	56,064.00	58,872.00	61,808.00	64,904.00	68,144.00	71,552.00	75,136.00	78,888.00	82,832.00
	<b>bi-weekly</b>	4,612.80	4,843.20	5,085.60	5,339.20	5,606.40	5,887.20	6,180.80	6,490.40	6,814.40	7,155.20	7,513.60	7,888.80	8,283.20
	<b>semi-monthly</b>	4,997.20	5,246.80	5,509.40	5,784.13	6,073.60	6,377.80	6,695.87	7,031.27	7,382.27	7,751.47	8,139.73	8,546.20	8,973.47
	<b>monthly</b>	9,994.40	10,493.60	11,018.80	11,568.27	12,147.20	12,755.60	13,391.73	14,062.53	14,764.53	15,502.93	16,279.47	17,092.40	17,946.93
	<b>annually</b>	119,932.80	125,923.20	132,225.60	138,819.20	145,766.40	153,067.20	160,700.80	168,750.40	177,174.40	186,035.20	195,353.60	205,108.80	215,363.20
<b>37F</b>	<b>hourly</b>	48,432.00	50,856.00	53,392.00	56,064.00	58,872.00	61,808.00	64,904.00	68,144.00	71,552.00	75,136.00	78,888.00	82,832.00	86,976.00
	<b>bi-weekly</b>	4,843.20	5,085.60	5,339.20	5,606.40	5,887.20	6,180.80	6,490.40	6,814.40	7,155.20	7,513.60	7,888.80	8,283.20	8,697.60
	<b>semi-monthly</b>	5,246.80	5,509.40	5,784.13	6,073.60	6,377.80	6,695.87	7,031.27	7,382.27	7,751.47	8,139.73	8,546.20	8,973.47	9,422.40
	<b>monthly</b>	10,493.60	11,018.80	11,568.27	12,147.20	12,755.60	13,391.73	14,062.53	14,764.53	15,502.93	16,279.47	17,092.40	17,946.93	18,844.80
	<b>annually</b>	125,923.20	132,225.60	138,819.20	145,766.40	153,067.20	160,700.80	168,750.40	177,174.40	186,035.20	195,353.60	205,108.80	215,363.20	226,137.60
<b>38F</b>	<b>hourly</b>	50,856.00	53,392.00	56,064.00	58,872.00	61,808.00	64,904.00	68,144.00	71,552.00	75,136.00	78,888.00	82,832.00	86,976.00	91,320.00
	<b>bi-weekly</b>	5,085.60	5,339.20	5,606.40	5,887.20	6,180.80	6,490.40	6,814.40	7,155.20	7,513.60	7,888.80	8,283.20	8,697.60	9,132.00
	<b>semi-monthly</b>	5,509.40	5,784.13	6,073.60	6,377.80	6,695.87	7,031.27	7,382.27	7,751.47	8,139.73	8,546.20	8,973.47	9,422.40	9,893.00
	<b>monthly</b>	11,018.80	11,568.27	12,147.20	12,755.60	13,391.73	14,062.53	14,764.53	15,502.93	16,279.47	17,092.40	17,946.93	18,844.80	19,786.00
	<b>annually</b>	132,225.60	138,819.20	145,766.40	153,067.20	160,700.80	168,750.40	177,174.40	186,035.20	195,353.60	205,108.80	215,363.20	226,137.60	237,432.00
<b>39F</b>	<b>hourly</b>	53,392.00	56,064.00	58,872.00	61,808.00	64,904.00	68,144.00	71,552.00	75,136.00	78,888.00	82,832.00	86,976.00	91,320.00	95,888.00
	<b>bi-weekly</b>	5,339.20	5,606.40	5,887.20	6,180.80	6,490.40	6,814.40	7,155.20	7,513.60	7,888.80	8,283.20	8,697.60	9,132.00	9,588.80
	<b>semi-monthly</b>	5,784.13	6,073.60	6,377.80	6,695.87	7,031.27	7,382.27	7,751.47	8,139.73	8,546.20	8,973.47	9,422.40	9,893.00	10,387.87
	<b>monthly</b>	11,568.27	12,147.20	12,755.60	13,391.73	14,062.53	14,764.53	15,502.93	16,279.47	17,092.40	17,946.93	18,844.80	19,786.00	20,775.73
	<b>annually</b>	138,819.20	145,766.40	153,067.20	160,700.80	168,750.40	177,174.40	186,035.20	195,353.60	205,108.80	215,363.20	226,137.60	237,432.00	249,308.80
<b>40F</b>	<b>hourly</b>	56,064.00	58,872.00	61,808.00	64,904.00	68,144.00	71,552.00	75,136.00	78,888.00	82,832.00	86,976.00	91,320.00	95,888.00	100,688.00
	<b>bi-weekly</b>	5,606.40	5,887.20	6,180.80	6,490.40	6,814.40	7,155.20	7,513.60	7,888.80	8,283.20	8,697.60	9,132.00	9,588.80	10,068.80
	<b>semi-monthly</b>	6,073.60	6,377.80	6,695.87	7,031.27	7,382.27	7,751.47	8,139.73	8,546.20	8,973.47	9,422.40	9,893.00	10,387.87	10,907.87
	<b>monthly</b>	12,147.20	12,755.60	13,391.73	14,062.53	14,764.53	15,502.93	16,279.47	17,092.40	17,946.93	18,844.80	19,786.00	20,775.73	21,815.73
	<b>annually</b>	145,766.40	153,067.20	160,700.80	168,750.40	177,174.40	186,035.20	195,353.60	205,108.80	215,363.20	226,137.60	237,432.00	249,308.80	261,788.80

**CITY OF IRONDALE  
FIREFIGHTER RATES  
(Hourly Rate based on 2600 Annual Hours)  
Effective February 16, 2026**

Acknowledged by Personnel Board January 22, 2026

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
<b>41F</b>	<b>hourly</b>	58.8720	61.8080	64.9040	68.1440	71.5520	75.1360	78.8880	82.8320	86.9760	91.3200	95.8880	100.6880	105.7200
	<b>bi-weekly</b>	5,887.20	6,180.80	6,490.40	6,814.40	7,155.20	7,513.60	7,888.80	8,283.20	8,697.60	9,132.00	9,588.80	10,068.80	10,572.00
	<b>semi-monthly</b>	6,377.80	6,695.87	7,031.27	7,382.27	7,751.47	8,139.73	8,546.20	8,973.47	9,422.40	9,893.00	10,387.87	10,907.87	11,453.00
	<b>monthly</b>	12,755.60	13,391.73	14,062.53	14,764.53	15,502.93	16,279.47	17,092.40	17,946.93	18,844.80	19,786.00	20,775.73	21,815.73	22,906.00
	<b>annually</b>	153,067.20	160,700.80	168,750.40	177,174.40	186,035.20	195,353.60	205,108.80	215,363.20	226,137.60	237,432.00	249,308.80	261,788.80	274,872.00
<b>42F</b>	<b>hourly</b>	61.8080	64.9040	68.1440	71.5520	75.1360	78.8880	82.8320	86.9760	91.3200	95.8880	100.6880	105.7200	111.0080
	<b>bi-weekly</b>	6,180.80	6,490.40	6,814.40	7,155.20	7,513.60	7,888.80	8,283.20	8,697.60	9,132.00	9,588.80	10,068.80	10,572.00	11,100.80
	<b>semi-monthly</b>	6,695.87	7,031.27	7,382.27	7,751.47	8,139.73	8,546.20	8,973.47	9,422.40	9,893.00	10,387.87	10,907.87	11,453.00	12,025.87
	<b>monthly</b>	13,391.73	14,062.53	14,764.53	15,502.93	16,279.47	17,092.40	17,946.93	18,844.80	19,786.00	20,775.73	21,815.73	22,906.00	24,051.73
	<b>annually</b>	160,700.80	168,750.40	177,174.40	186,035.20	195,353.60	205,108.80	215,363.20	226,137.60	237,432.00	249,308.80	261,788.80	274,872.00	288,620.80
<b>43F</b>	<b>hourly</b>	64.9040	68.1440	71.5520	75.1360	78.8880	82.8320	86.9760	91.3200	95.8880	100.6880	105.7200	111.0080	116.5520
	<b>bi-weekly</b>	6,490.40	6,814.40	7,155.20	7,513.60	7,888.80	8,283.20	8,697.60	9,132.00	9,588.80	10,068.80	10,572.00	11,100.80	11,655.20
	<b>semi-monthly</b>	7,031.27	7,382.27	7,751.47	8,139.73	8,546.20	8,973.47	9,422.40	9,893.00	10,387.87	10,907.87	11,453.00	12,025.87	12,626.47
	<b>monthly</b>	14,062.53	14,764.53	15,502.93	16,279.47	17,092.40	17,946.93	18,844.80	19,786.00	20,775.73	21,815.73	22,906.00	24,051.73	25,252.93
	<b>annually</b>	168,750.40	177,174.40	186,035.20	195,353.60	205,108.80	215,363.20	226,137.60	237,432.00	249,308.80	261,788.80	274,872.00	288,620.80	303,035.20
<b>44F</b>	<b>hourly</b>	68.1440	71.5520	75.1360	78.8880	82.8320	86.9760	91.3200	95.8880	100.6880	105.7200	111.0080	116.5520	122.3840
	<b>bi-weekly</b>	6,814.40	7,155.20	7,513.60	7,888.80	8,283.20	8,697.60	9,132.00	9,588.80	10,068.80	10,572.00	11,100.80	11,655.20	12,238.40
	<b>semi-monthly</b>	7,382.27	7,751.47	8,139.73	8,546.20	8,973.47	9,422.40	9,893.00	10,387.87	10,907.87	11,453.00	12,025.87	12,626.47	13,258.27
	<b>monthly</b>	14,764.53	15,502.93	16,279.47	17,092.40	17,946.93	18,844.80	19,786.00	20,775.73	21,815.73	22,906.00	24,051.73	25,252.93	26,516.53
	<b>annually</b>	177,174.40	186,035.20	195,353.60	205,108.80	215,363.20	226,137.60	237,432.00	249,308.80	261,788.80	274,872.00	288,620.80	303,035.20	318,198.40
<b>45F</b>	<b>hourly</b>	71.5520	75.1360	78.8880	82.8320	86.9760	91.3200	95.8880	100.6880	105.7200	111.0080	116.5520	122.3840	128.5040
	<b>bi-weekly</b>	7,155.20	7,513.60	7,888.80	8,283.20	8,697.60	9,132.00	9,588.80	10,068.80	10,572.00	11,100.80	11,655.20	12,238.40	12,850.40
	<b>semi-monthly</b>	7,751.47	8,139.73	8,546.20	8,973.47	9,422.40	9,893.00	10,387.87	10,907.87	11,453.00	12,025.87	12,626.47	13,258.27	13,921.27
	<b>monthly</b>	15,502.93	16,279.47	17,092.40	17,946.93	18,844.80	19,786.00	20,775.73	21,815.73	22,906.00	24,051.73	25,252.93	26,516.53	27,842.53
	<b>annually</b>	186,035.20	195,353.60	205,108.80	215,363.20	226,137.60	237,432.00	249,308.80	261,788.80	274,872.00	288,620.80	303,035.20	318,198.40	334,110.40