

City of Lake Oswego - 07/01/2024 Compensation Plan

Listing of IAFF Classifications (07/01/2024 - 06/30/2025)

Grade	ClassificationTitle	Job Code	Status	Foot-note	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
201	Firefighter	3020	IAFF	2,6,7	Hourly	28.71	30.33	32.02	33.74	35.56	37.68
					Semi-Monthly	3,224.42	3,406.36	3,596.17	3,789.34	3,993.74	4,231.84
					Monthly (x2695.44/12)	6,448.84	6,812.72	7,192.34	7,578.68	7,987.48	8,463.68
					Annually (x2695.44 hrs)	77,386.08	81,752.64	86,308.08	90,944.16	95,849.76	101,564.16
202	Firefighter - Intermediate Cert.	3021	IAFF	2,6,7,9	Hourly	30.15	31.85	33.62	35.43	37.34	39.56
					Semi-Monthly	3,386.15	3,577.07	3,775.86	3,979.14	4,193.66	4,442.98
					Monthly (x2695.44/12)	6,772.30	7,154.14	7,551.72	7,958.28	8,387.32	8,885.96
					Annually (x2695.44 hrs)	81,267.60	85,849.68	90,620.64	95,499.36	100,647.84	106,631.52
204	Firefighter - Paramedic	3023	IAFF	2,6,7	Hourly	31.58	33.36	35.22	37.11	39.12	41.45
					Semi-Monthly	3,546.75	3,746.66	3,955.56	4,167.82	4,393.57	4,655.25
					Monthly (x2695.44/12)	7,093.50	7,493.32	7,911.12	8,335.64	8,787.14	9,310.50
					Annually (x2695.44 hrs)	85,122.00	89,919.84	94,933.44	100,027.68	105,445.68	111,726.00
IAFF Effective 7/1/2024											
205	Fire Driver Engineer	3035	IAFF	2,6,7,9	Hourly	31.13	32.81	34.72	36.55	38.57	40.69
					Semi-Monthly	3,496.21	3,684.89	3,899.40	4,104.93	4,331.80	4,569.89
					Monthly (x2695.44/12)	6,992.42	7,369.78	7,798.80	8,209.86	8,663.60	9,139.78
					Annually (x2695.44 hrs)	83,909.04	88,437.36	93,585.60	98,518.32	103,963.20	109,677.36
206	Fire Driver Engr. - Interm Cert.	3036	IAFF	2,6,7,9	Hourly	32.69	34.45	36.46	38.38	40.50	42.72
					Semi-Monthly	3,671.41	3,869.08	4,094.82	4,310.46	4,548.56	4,797.88
					Monthly (x2695.44/12)	7,342.82	7,738.16	8,189.64	8,620.92	9,097.12	9,595.76
					Annually (x2695.44 hrs)	88,113.84	92,857.92	98,275.68	103,451.04	109,165.44	115,149.12
208	Fire Driver Engineer - Paramedic	3038	IAFF	2,6,7	Hourly	34.24	36.09	38.19	40.21	42.43	44.76
					Semi-Monthly	3,845.49	4,053.27	4,289.12	4,515.99	4,765.31	5,027.00
					Monthly (x2695.44/12)	7,690.98	8,106.54	8,578.24	9,031.98	9,530.62	10,054.00
					Annually (x2695.44 hrs)	92,291.76	97,278.48	102,938.88	108,383.76	114,367.44	120,648.00

210	Fire Lieutenant	3045	IAFF	2,6,7,9	Hourly	37.26	39.33	41.33	43.54	45.96	48.16
211	Fire Lieutenant - Interm Cert.	3046	IAFF	2,6,7,9	Semi-Monthly	4,184.67	4,417.15	4,641.77	4,889.98	5,161.77	5,408.85
213	Fire Lieutenant - Paramedic	3048	IAFF	2,6,7	(x2695.44/12)	8,369.34	8,834.30	9,283.54	9,779.96	10,323.54	10,817.70
					Annually (x2695.44 hrs)	100,432.08	106,011.60	111,402.48	117,359.52	123,882.48	129,812.40
215	Deputy Fire Marshal	3050	IAFF	2	Hourly	45.91	48.24	50.66	53.21	55.87	58.77
					Semi-Monthly	3,979.02	4,180.96	4,390.70	4,611.71	4,842.25	5,093.60
					Monthly (x2080.08/12)	7,958.04	8,361.92	8,781.40	9,223.42	9,684.50	10,187.20
					Annually (x2080.08 hrs)	95,496.48	100,343.04	105,376.80	110,681.04	116,214.00	122,246.40
217	EMS Coordinator	3053	IAFF	2	Hourly	50.67	53.21	55.87	58.65	61.60	64.67
					Semi-Monthly	4,391.57	4,611.71	4,842.25	5,083.20	5,338.87	5,604.95
					Monthly (x2080.08/12)	8,783.14	9,223.42	9,684.50	10,166.40	10,677.74	11,209.90
					Annually (x2080.08 hrs)	105,397.68	110,681.04	116,214.00	121,996.80	128,132.88	134,518.80

Formula

The following formula was used to calculate salaries

Totals Days/yr	365
Average shifts	121.67
FLSA Relief days/year	9.36
Shifts per year worked	112.31
Total hours per year	2,695.44
Average work week	51.8354

IAFF
Effective 7/1/2024

	Current
Calendar days	365.00
	3.00
Available shifts	121.67
Kelly schedule	13.00
Kelly Days off	9.36
Hours worked	2,695.44
Weeks in year	52.00
Hours per week	51.8354
Assumed Annual Wage	65,841.20
Rate per hour worked	24.43

	Current
Calendar days	365.00
	3.00
Available shifts	121.67
Kelly schedule	13.00
Kelly Days off	9.36
Shifts worked	112.31
Hours worked	2,695.16
Weeks in year	52.00
Hours per week	51.8354
Assumed Annual Wage	85,497.75
Rate per hour worked	31.72