

City of Lake Oswego - 07/01/2025 Compensation Plan

Listing of IAFF Classifications (07/01/2025 - 06/30/2026)

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	29.37	31.03	32.76	34.52	36.38	38.55
					Semi-Monthly	3,298.54	3,484.98	3,679.28	3,876.94	4,085.84	4,329.55
					Monthly (x2695.44/12)	6,597.08	6,969.96	7,358.56	7,753.88	8,171.68	8,659.10
					Annually (x2695.44 hrs)	79,164.96	83,639.52	88,302.72	93,046.56	98,060.16	103,909.20
202	Firefighter - Intermediate Cert.	3021	IAFF	2,6,7,9	Hourly	30.84	32.58	34.40	36.25	38.20	40.48
					Semi-Monthly	3,463.64	3,659.06	3,863.46	4,071.24	4,290.24	4,546.31
					Monthly (x2695.44/12)	6,927.28	7,318.12	7,726.92	8,142.48	8,580.48	9,092.62
					Annually (x2695.44 hrs)	83,127.36	87,817.44	92,723.04	97,709.76	102,965.76	109,111.44
204	Firefighter - Paramedic	3023	IAFF	2,6,7	Hourly	32.31	34.13	36.04	37.97	40.02	42.41
					Semi-Monthly	3,628.74	3,833.14	4,047.65	4,264.41	4,494.65	4,763.07
					Monthly (x2695.44/12)	7,257.48	7,666.28	8,095.30	8,528.82	8,989.30	9,526.14
					Annually (x2695.44 hrs)	87,089.76	91,995.36	97,143.60	102,345.84	107,871.60	114,313.68
IAFF Effective 7/1/2025											
205	Fire Driver Engineer	3035	IAFF	2,6,7,9	Hourly	31.85	33.56	35.52	37.39	39.46	41.63
					Semi-Monthly	3,577.07	3,769.12	3,989.25	4,199.27	4,431.75	4,675.47
					Monthly (x2695.44/12)	7,154.14	7,538.24	7,978.50	8,398.54	8,863.50	9,350.94
					Annually (x2695.44 hrs)	85,849.68	90,458.88	95,742.00	100,782.48	106,362.00	112,211.28
206	Fire Driver Engr. - Interm Cert.	3036	IAFF	2,6,7,9	Hourly	33.44	35.24	37.30	39.26	41.43	43.71
					Semi-Monthly	3,755.65	3,957.80	4,189.16	4,409.29	4,653.00	4,909.07
					Monthly (x2695.44/12)	7,511.30	7,915.60	8,378.32	8,818.58	9,306.00	9,818.14
					Annually (x2695.44 hrs)	90,135.60	94,987.20	100,539.84	105,822.96	111,672.00	117,817.68
208	Fire Driver Engineer - Paramedic	3038	IAFF	2,6,7	Hourly	35.04	36.92	39.07	41.13	43.41	45.79
					Semi-Monthly	3,935.34	4,146.49	4,387.95	4,619.31	4,875.38	5,142.67
					Monthly (x2695.44/12)	7,870.68	8,292.98	8,775.90	9,238.62	9,750.76	10,285.34
					Annually (x2695.44 hrs)	94,448.16	99,515.76	105,310.80	110,863.44	117,009.12	123,424.08

City of Lake Oswego - 07/01/2025 Compensation Plan

Listing of IAFF Classifications (07/01/2025 - 06/30/2026)

Grade	ClassificationTitle	Job Code	Status	Foot-note	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
210	Fire Lieutenant	3045	IAFF	2,6,7,9 Hourly	38.12	40.23	42.28	44.54	47.02	49.27
211	Fire Lieutenant - Interm Cert.	3046	IAFF	2,6,7,9 Semi-Monthly	4,281.26	4,518.23	4,748.47	5,002.29	5,280.82	5,533.51
213	Fire Lieutenant - Paramedic	3048	IAFF	2,6,7 (x2695.44/12)	8,562.52	9,036.46	9,496.94	10,004.58	10,561.64	11,067.02
				Annually (x2695.44 hrs)	102,750.24	108,437.52	113,963.28	120,054.96	126,739.68	132,804.24
215	Deputy Fire Marshal	3050	IAFF	2 Hourly	46.97	49.35	51.83	54.43	57.16	60.12
				Semi-Monthly	4,070.89	4,277.16	4,492.11	4,717.45	4,954.06	5,210.60
				Monthly (x2080.08/12)	8,141.78	8,554.32	8,984.22	9,434.90	9,908.12	10,421.20
				Annually (x2080.08 hrs)	97,701.36	102,651.84	107,810.64	113,218.80	118,897.44	125,054.40
217	EMS Coordinator	3053	IAFF	2 Hourly	51.84	54.43	57.16	60.00	63.02	66.16
				Semi-Monthly	4,492.97	4,717.45	4,954.06	5,200.20	5,461.94	5,734.09
				Monthly (x2080.08/12)	8,985.94	9,434.90	9,908.12	10,400.40	10,923.88	11,468.18
				Annually (x2080.08 hrs)	107,831.28	113,218.80	118,897.44	124,804.80	131,086.56	137,618.16

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 7/1/2025