



City of Springfield
Performance Pay Plan By Bargaining Unit And Grade

Page No. 1
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Union: IAF

Effective: July 01, 2010 to June 30, 2011

| <u>Grade/Range</u> | <u>Step</u> | <u>Hourly Rate</u> | <u>Annual Rate</u> | <u>Job Code</u> | <u>Description</u> |
|--------------------|-------------|--------------------|--------------------|-----------------|-----------------------|
| 303 | 1 | 27.96 | 58,163.04 | 373667 | Deputy Fire Marshal 1 |
| | 2 | 30.37 | 63,167.52 | | |
| | 3 | 32.70 | 68,011.84 | | |
| | 4 | 34.36 | 71,472.96 | | |
| 308 | 1 | 33.77 | 70,233.28 | 373357 | Ems Program Officer |
| | 2 | 35.35 | 73,523.84 | 373367 | Deputy Fire Marshal 2 |
| | 3 | 36.96 | 76,878.88 | 373467 | Training Officer |
| | 4 | 38.78 | 80,654.08 | | |
| 310 | 1 | 18.09 | 52,678.08 | 373364 | Fire Fighter |
| | 2 | 20.02 | 58,309.89 | | |
| | 3 | 21.97 | 63,985.38 | | |
| | 4 | 23.06 | 67,156.54 | | |
| 311 | 1 | 19.45 | 56,650.05 | 373567 | Fire Engineer |
| | 2 | 21.53 | 62,686.62 | | |
| | 3 | 23.63 | 68,813.47 | | |
| | 4 | 24.81 | 72,249.63 | | |
| 312 | 1 | 19.80 | 57,657.60 | 079364 | Firefighter/Paramedic |
| | 2 | 21.91 | 63,810.66 | | |
| | 3 | 24.05 | 70,030.69 | | |
| | 4 | 25.26 | 73,562.94 | | |
| 314 | 1 | 20.97 | 61,055.90 | 373267 | Fire Lieutenant |
| | 2 | 22.60 | 65,819.94 | | |
| | 3 | 24.81 | 72,249.63 | | |
| | 4 | 26.05 | 75,863.42 | | |
| 318 | 1 | 24.12 | 70,231.62 | 373134 | Fire Captain |
| | 2 | 25.25 | 73,522.18 | | |
| | 3 | 26.40 | 76,879.71 | | |
| | 4 | 27.70 | 80,653.66 | | |