

EXHIBIT A
CITY OF ARCADIA MONTHLY SALARY RANGE
JULY 1, 2024 - JUNE 30, 2025
AFFA - 7.0%

Range Number	Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
67F	Firefighter	\$ 7,352	\$ 7,540	\$ 7,724	\$ 7,918	\$ 8,119	\$ 8,320	\$ 8,527	\$ 8,740	\$ 8,961	\$ 9,185
68F	Firefighter AA	\$ 7,540	\$ 7,724	\$ 7,918	\$ 8,119	\$ 8,320	\$ 8,527	\$ 8,740	\$ 8,961	\$ 9,185	\$ 9,412
69F	Firefighter BA	\$ 7,724	\$ 7,918	\$ 8,119	\$ 8,320	\$ 8,527	\$ 8,740	\$ 8,961	\$ 9,185	\$ 9,412	\$ 9,647
70F		\$ 7,918	\$ 8,119	\$ 8,320	\$ 8,527	\$ 8,740	\$ 8,961	\$ 9,185	\$ 9,412	\$ 9,647	\$ 9,888
71F		\$ 8,119	\$ 8,320	\$ 8,527	\$ 8,740	\$ 8,961	\$ 9,185	\$ 9,412	\$ 9,647	\$ 9,888	\$ 10,137
72F		\$ 8,320	\$ 8,527	\$ 8,740	\$ 8,961	\$ 9,185	\$ 9,412	\$ 9,647	\$ 9,888	\$ 10,137	\$ 10,391
73F		\$ 8,527	\$ 8,740	\$ 8,961	\$ 9,185	\$ 9,412	\$ 9,647	\$ 9,888	\$ 10,137	\$ 10,391	\$ 10,654
74F	Fire Engineer Fire Paramedic	\$ 8,740	\$ 8,961	\$ 9,185	\$ 9,412	\$ 9,647	\$ 9,888	\$ 10,137	\$ 10,391	\$ 10,654	\$ 10,920
75F	Fire Engineer AA Fire Paramedic AA	\$ 8,961	\$ 9,185	\$ 9,412	\$ 9,647	\$ 9,888	\$ 10,137	\$ 10,391	\$ 10,654	\$ 10,920	\$ 11,193
76F	Fire Engineer BA Fire Paramedic BA	\$ 9,185	\$ 9,412	\$ 9,647	\$ 9,888	\$ 10,137	\$ 10,391	\$ 10,654	\$ 10,920	\$ 11,193	\$ 11,470
77F		\$ 9,412	\$ 9,647	\$ 9,888	\$ 10,137	\$ 10,391	\$ 10,654	\$ 10,920	\$ 11,193	\$ 11,470	\$ 11,760
78F		\$ 9,647	\$ 9,888	\$ 10,137	\$ 10,391	\$ 10,654	\$ 10,920	\$ 11,193	\$ 11,470	\$ 11,760	\$ 12,056
79F		\$ 9,888	\$ 10,137	\$ 10,391	\$ 10,654	\$ 10,920	\$ 11,193	\$ 11,470	\$ 11,760	\$ 12,056	\$ 12,357
80F	Fire Captain	\$ 10,137	\$ 10,391	\$ 10,654	\$ 10,920	\$ 11,193	\$ 11,470	\$ 11,760	\$ 12,056	\$ 12,357	\$ 12,667
81F	Fire Captain AA	\$ 10,391	\$ 10,654	\$ 10,920	\$ 11,193	\$ 11,470	\$ 11,760	\$ 12,056	\$ 12,357	\$ 12,667	\$ 12,983
82F	Fire Captain BA	\$ 10,654	\$ 10,920	\$ 11,193	\$ 11,470	\$ 11,760	\$ 12,056	\$ 12,357	\$ 12,667	\$ 12,983	\$ 13,306

Salaries are effective the beginning of the pay period containing July 1, 2024

EXHIBIT A
CITY OF ARCADIA MONTHLY SALARY RANGE
JULY 1, 2025 - JUNE 30, 2026
AFFA - 6.0%

Range Number	Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
67F	Firefighter	\$ 7,793	\$ 7,992	\$ 8,187	\$ 8,393	\$ 8,606	\$ 8,820	\$ 9,038	\$ 9,265	\$ 9,499	\$ 9,736
68F	Firefighter AA	\$ 7,992	\$ 8,187	\$ 8,393	\$ 8,606	\$ 8,820	\$ 9,038	\$ 9,265	\$ 9,499	\$ 9,736	\$ 9,976
69F	Firefighter BA	\$ 8,187	\$ 8,393	\$ 8,606	\$ 8,820	\$ 9,038	\$ 9,265	\$ 9,499	\$ 9,736	\$ 9,976	\$ 10,226
70F		\$ 8,393	\$ 8,606	\$ 8,820	\$ 9,038	\$ 9,265	\$ 9,499	\$ 9,736	\$ 9,976	\$ 10,226	\$ 10,481
71F		\$ 8,606	\$ 8,820	\$ 9,038	\$ 9,265	\$ 9,499	\$ 9,736	\$ 9,976	\$ 10,226	\$ 10,481	\$ 10,745
72F		\$ 8,820	\$ 9,038	\$ 9,265	\$ 9,499	\$ 9,736	\$ 9,976	\$ 10,226	\$ 10,481	\$ 10,745	\$ 11,015
73F		\$ 9,038	\$ 9,265	\$ 9,499	\$ 9,736	\$ 9,976	\$ 10,226	\$ 10,481	\$ 10,745	\$ 11,015	\$ 11,293
74F	Fire Engineer Fire Paramedic	\$ 9,265	\$ 9,499	\$ 9,736	\$ 9,976	\$ 10,226	\$ 10,481	\$ 10,745	\$ 11,015	\$ 11,293	\$ 11,576
75F	Fire Engineer AA Fire Paramedic AA	\$ 9,499	\$ 9,736	\$ 9,976	\$ 10,226	\$ 10,481	\$ 10,745	\$ 11,015	\$ 11,293	\$ 11,576	\$ 11,865
76F	Fire Engineer BA Fire Paramedic BA	\$ 9,736	\$ 9,976	\$ 10,226	\$ 10,481	\$ 10,745	\$ 11,015	\$ 11,293	\$ 11,576	\$ 11,865	\$ 12,159
77F		\$ 9,976	\$ 10,226	\$ 10,481	\$ 10,745	\$ 11,015	\$ 11,293	\$ 11,576	\$ 11,865	\$ 12,159	\$ 12,466
78F		\$ 10,226	\$ 10,481	\$ 10,745	\$ 11,015	\$ 11,293	\$ 11,576	\$ 11,865	\$ 12,159	\$ 12,466	\$ 12,779
79F		\$ 10,481	\$ 10,745	\$ 11,015	\$ 11,293	\$ 11,576	\$ 11,865	\$ 12,159	\$ 12,466	\$ 12,779	\$ 13,098
80F	Fire Captain	\$ 10,745	\$ 11,015	\$ 11,293	\$ 11,576	\$ 11,865	\$ 12,159	\$ 12,466	\$ 12,779	\$ 13,098	\$ 13,427
81F	Fire Captain AA	\$ 11,015	\$ 11,293	\$ 11,576	\$ 11,865	\$ 12,159	\$ 12,466	\$ 12,779	\$ 13,098	\$ 13,427	\$ 13,762
82F	Fire Captain BA	\$ 11,293	\$ 11,576	\$ 11,865	\$ 12,159	\$ 12,466	\$ 12,779	\$ 13,098	\$ 13,427	\$ 13,762	\$ 14,104

Salaries are effective the beginning of the pay period containing July 1, 2025

EXHIBIT A
CITY OF ARCADIA MONTHLY SALARY RANGE
JULY 1, 2026 - JUNE 30, 2027
AFFA - 5.0%

Range Number	Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
67F	Firefighter	\$ 8,183	\$ 8,392	\$ 8,597	\$ 8,812	\$ 9,037	\$ 9,261	\$ 9,490	\$ 9,728	\$ 9,974	\$ 10,222
68F	Firefighter AA	\$ 8,392	\$ 8,597	\$ 8,812	\$ 9,037	\$ 9,261	\$ 9,490	\$ 9,728	\$ 9,974	\$ 10,222	\$ 10,475
69F	Firefighter BA	\$ 8,597	\$ 8,812	\$ 9,037	\$ 9,261	\$ 9,490	\$ 9,728	\$ 9,974	\$ 10,222	\$ 10,475	\$ 10,738
70F		\$ 8,812	\$ 9,037	\$ 9,261	\$ 9,490	\$ 9,728	\$ 9,974	\$ 10,222	\$ 10,475	\$ 10,738	\$ 11,005
71F		\$ 9,037	\$ 9,261	\$ 9,490	\$ 9,728	\$ 9,974	\$ 10,222	\$ 10,475	\$ 10,738	\$ 11,005	\$ 11,283
72F		\$ 9,261	\$ 9,490	\$ 9,728	\$ 9,974	\$ 10,222	\$ 10,475	\$ 10,738	\$ 11,005	\$ 11,283	\$ 11,566
73F		\$ 9,490	\$ 9,728	\$ 9,974	\$ 10,222	\$ 10,475	\$ 10,738	\$ 11,005	\$ 11,283	\$ 11,566	\$ 11,858
74F	Fire Engineer Fire Paramedic	\$ 9,728	\$ 9,974	\$ 10,222	\$ 10,475	\$ 10,738	\$ 11,005	\$ 11,283	\$ 11,566	\$ 11,858	\$ 12,154
75F	Fire Engineer AA Fire Paramedic AA	\$ 9,974	\$ 10,222	\$ 10,475	\$ 10,738	\$ 11,005	\$ 11,283	\$ 11,566	\$ 11,858	\$ 12,154	\$ 12,458
76F	Fire Engineer BA Fire Paramedic BA	\$ 10,222	\$ 10,475	\$ 10,738	\$ 11,005	\$ 11,283	\$ 11,566	\$ 11,858	\$ 12,154	\$ 12,458	\$ 12,767
77F		\$ 10,475	\$ 10,738	\$ 11,005	\$ 11,283	\$ 11,566	\$ 11,858	\$ 12,154	\$ 12,458	\$ 12,767	\$ 13,089
78F		\$ 10,738	\$ 11,005	\$ 11,283	\$ 11,566	\$ 11,858	\$ 12,154	\$ 12,458	\$ 12,767	\$ 13,089	\$ 13,418
79F		\$ 11,005	\$ 11,283	\$ 11,566	\$ 11,858	\$ 12,154	\$ 12,458	\$ 12,767	\$ 13,089	\$ 13,418	\$ 13,753
80F	Fire Captain	\$ 11,283	\$ 11,566	\$ 11,858	\$ 12,154	\$ 12,458	\$ 12,767	\$ 13,089	\$ 13,418	\$ 13,753	\$ 14,099
81F	Fire Captain AA	\$ 11,566	\$ 11,858	\$ 12,154	\$ 12,458	\$ 12,767	\$ 13,089	\$ 13,418	\$ 13,753	\$ 14,099	\$ 14,450
82F	Fire Captain BA	\$ 11,858	\$ 12,154	\$ 12,458	\$ 12,767	\$ 13,089	\$ 13,418	\$ 13,753	\$ 14,099	\$ 14,450	\$ 14,809

Salaries are effective the beginning of the pay period containing July 1, 2026