

APPENDIX A

ARTICLE 23.8 – Firefighter pay Steps (based on top-step firefighter ((TSFF))

Hourly Wage Rates – IAFF Local #1433 Employees

Effective 01/09/2022 (3.0% increase) (24 day work period)			
		FF Rate	FF/PM Rate
Recruit School	80%	28.77	31.64
Step 1 FF 0-12	85%	30.56	33.62
Step 2 FF 13-24	90%	32.36	35.60
Step 3 FF 25-36	95%	34.15	37.57
Step 4 FF 37+	100%	35.96	39.56
LT	110%	39.56	
Capt.	117.50%	42.25	
BC	132.50%	47.65	

ARTICLE 45 – 40-hour/week Uniformed Fire Personnel:

Current base hourly rate X 2,555 hours / 2,080 + 7.5% day shift differential.

- **Effective January 1, 2021, FF and FF/PM will advance to Step 1 firefighter after successful completion of recruit school.**
- **All steps refer to months of continuous service.**

Effective 1st full pay period, January 10, 2021, the base hourly wage rate for top-step firefighter under this agreement shall increase by one-percent (1%).

Effective 1st full pay period 2022, the base hourly wage rate for top-step firefighter under this Agreement shall increase by 100% CPI-U, b/c western cities (June – June) with a minimum 1% - maximum 3%.

Continuous Service Pay	
Percentage of increase calculated on individual base hourly rate:	Years of Service:
2%	10+ Years
3%	15+ Years
4%	20+ Years
5%	25+ Years
Section 23.3	

ARTICLE 27 – Officer/Paramedic Incentive Pay:

Four percent (4%) of base hourly rate shall be paid to any Firefighter/Paramedic, Lieutenant, or Captain who satisfactorily maintains a Washington State Paramedic Certification and performs said duties while in an upgrade position (lieutenant/captain upgrade). The City shall offer those training benefits listed in Article 21 (Education article) for maintenance of Paramedic Certification. This article does not pertain to the position of Battalion Chief, as the Battalion Chief’s responsibility is incident commander.
