

Central Pierce Fire & Rescue  
 Firefighters Bargaining Unit  
 Appendix A - 2025 Salary Schedule

January 1, 2025 - December 31, 2025

**0.00% Base Salary Increase**  
**7.22 Hour Reduction in Workweek**

Rank	Monthly Salary	Annual Salary	Shift Hourly	40 Hr/Wk Hourly
Firefighter, Probationary	\$ 7,117	\$ 85,404	\$ 39.02	\$ 41.06
Firefighter, 3rd Class	\$ 7,908	\$ 94,896	\$ 43.36	\$ 45.63
Firefighter, 2nd Class	\$ 8,782	\$ 105,384	\$ 48.15	\$ 50.67
Firefighter, 1st Class	\$ 9,760	\$ 117,120	\$ 53.51	\$ 56.31
Inspector (For Pre-LEOFF Retirement Calc Only=105% of FF 1st)	\$ 10,248	NA	NA	NA
Apparatus Operator (+ 6% of FF 1st Class)	\$ 10,346	\$ 124,152	\$ 56.72	\$ 59.69
Deputy Fire Marshal I (+ 8.5% above AO)	\$ 11,226	\$ 134,712	\$ 61.55	\$ 64.77
Lieutenant (Fire/MSO/Training + 8.5% of AO)	\$ 11,226	\$ 134,712	\$ 61.55	\$ 64.77
Deputy Fire Marshal II (+ 12.5% above Lt)	\$ 12,630	\$ 151,560	\$ 69.24	\$ 72.87
Captain (+ 12.5% of Lieutenant)	\$ 12,630	\$ 151,560	\$ 69.24	\$ 72.87

**Deferred Comp**

All ranks - no match required  
 6.2% of 1st Class FF \$ 606.00

**Longevity Schedule**

	Firefighter 3rd Class	Firefighter 2nd Class	Firefighter 1st Class	Apparatus Operator	Lieutenant/DFM I	Captain/DFM II
5 - 9 years @ 2% of monthly base salary	\$ 159	\$ 176	\$ 196	\$ 207	\$ 225	\$ 253
10 - 14 years @ 4% of monthly base salary	\$ 317	\$ 352	\$ 391	\$ 414	\$ 450	\$ 506
15 - 19 years @ 6% of monthly base salary	\$ 475	\$ 527	\$ 586	\$ 621	\$ 674	\$ 758
20 - 24 years @ 8% of monthly base salary	\$ 633	\$ 703	\$ 781	\$ 828	\$ 899	\$ 1,011
25 - 29 years @ 11% of monthly base salary	\$ 870	\$ 967	\$ 1,074	\$ 1,139	\$ 1,235	\$ 1,390
30+ years @ 13% of monthly base salary	\$ 1,029	\$ 1,142	\$ 1,269	\$ 1,345	\$ 1,460	\$ 1,642

**\*Paramedic Pay - 12% above current salary level to FF 1st Class:**

	Monthly	Annually
FF/PM Prob	\$ 855	\$ 10,260
FF/PM 3rd	\$ 949	\$ 11,388
FF/PM 2nd	\$ 1,054	\$ 12,648
FF/PM 1st	\$ 1,172	\$ 14,064
FF/PM LT	\$ 1,172	\$ 14,064
FF/PM Capt	\$ 1,172	\$ 14,064

	Monthly	Annually
Printing & Engraving Pay (2.5% of FF 1st)	\$ 244	\$ 2,928
Shift Staffer Premium (2.5% of FF 1st)	\$ 244	\$ 2,928
Staffing Coordinator Pay (2.5% of FF 1st)	\$ 244	\$ 2,928
Peer Fitness and Peer Support Lead (2.5% of FF 1st)	\$ 244	\$ 2,928
Haz Mat Tech Pay (3% of FF 1st)	\$ 293	\$ 3,516
Tech Rescue Tech Pay (3% of FF 1st)	\$ 293	\$ 3,516
Water Rescue Technician (3% of FF 1st)	\$ 293	\$ 3,516

	Hourly	OT
Acting Pay as Apparatus Operator (6% of FF 1st hourly)	\$ 3.22	\$ 4.83
Acting Pay as Lieutenant (from FF)	\$ 8.04	\$ 12.06
Acting Pay as Lieutenant (from AO)	\$ 4.83	\$ 7.25
Acting Pay as Battalion Chief from Captain	\$ 11.08	\$ 16.62
Transport Unit Medic Pay (6% of FF 1st hourly) - Shift Rate	\$ 3.22	\$ 4.83
Transport Unit Medic Pay (6% of FF 1st hourly) - Day Rate	\$ 3.38	\$ 5.07

**Paramedic School Salaries**

Rank	Monthly Salary	Annual Salary	Shift Hourly	40 Hr/Wk Hourly
Firefighter, Probationary (12% above Prob FF)	\$ 7,972	\$ 95,664	\$ 43.70	\$ 45.99
Firefighter, 3rd Class (12% above 3rd Class FF)	\$ 8,857	\$ 106,284	\$ 48.55	\$ 51.10
Firefighter, 2nd Class (12% above 2nd Class FF)	\$ 9,836	\$ 118,032	\$ 53.92	\$ 56.75
Firefighter, 1st Class (12% above 1st Class FF)	\$ 10,932	\$ 131,184	\$ 59.93	\$ 63.07
Apparatus Operator (12% above 1st Class FF)	\$ 10,932	\$ 131,184	\$ 59.93	\$ 63.07
Lieutenant (14.5% above 1st Class FF)	\$ 11,176	\$ 134,112	\$ 61.27	\$ 64.48

**40 Hour/Week Personnel:**

Hours worked per week 40  
 Hours worked per year 2,080

**24 Hour Shift and Peak Shift Personnel:**

Hours worked per week 42.11  
 Hours worked per year 2,189

VEBA contribution = \$184 per month, \$92 EE only

**Medical Cap**

100% paid for 2025

Initials	Reviewed By	Date
<u>DMM</u>	Fire Chief	12/17
<u>SW</u>	Union Pres.	12/16
<u>MH</u>	HR Director	12/17
	Chairman/Board	12/16

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# 2025 Local 726 Firefighter Salary Schedule FINAL

Final Audit Report

2024-12-17


Created:	2024-12-16
By:	Suzi Washo (swasho@centralpiercefire.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAWQYfn24ycDj7clvPgl-2g9Yz7-qTtPnw

## "2025 Local 726 Firefighter Salary Schedule FINAL" History


-  Document created by Suzi Washo (swasho@centralpiercefire.org)  
2024-12-16 - 11:47:04 PM GMT
-  Document emailed to Matt Holm (mholm@centralpiercefire.org) for signature  
2024-12-16 - 11:47:07 PM GMT
-  Email viewed by Matt Holm (mholm@centralpiercefire.org)  
2024-12-17 - 0:34:34 AM GMT
-  Document e-signed by Matt Holm (mholm@centralpiercefire.org)  
Signature Date: 2024-12-17 - 0:34:57 AM GMT - Time Source: server
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2024-12-17 - 0:34:58 AM GMT
-  Email viewed by Aaron James (president726@iaff726.org)  
2024-12-17 - 2:19:45 AM GMT
-  Document e-signed by Aaron James (president726@iaff726.org)  
Signature Date: 2024-12-17 - 2:21:51 AM GMT - Time Source: server
-  Document emailed to Dustin Morrow (dmorrow@centralpiercefire.org) for signature  
2024-12-17 - 2:21:53 AM GMT
-  Email viewed by Dustin Morrow (dmorrow@centralpiercefire.org)  
2024-12-17 - 5:02:25 PM GMT
-  Document e-signed by Dustin Morrow (dmorrow@centralpiercefire.org)  
Signature Date: 2024-12-17 - 5:02:53 PM GMT - Time Source: server

 Document emailed to Suzi Washo (swasho@centralpiercefir.org) for signature

2024-12-17 - 5:02:54 PM GMT

 Email viewed by Suzi Washo (swasho@centralpiercefir.org)

2024-12-17 - 5:10:23 PM GMT

 Document e-signed by Suzi Washo (swasho@centralpiercefir.org)

Signature Date: 2024-12-17 - 5:10:58 PM GMT - Time Source: server

 Agreement completed.

2024-12-17 - 5:10:58 PM GMT