

Central Pierce Fire & Rescue
Fire Service Administration Guild
Appendix A - 2026 Salary Schedule

3.2% Base Salary Increase

Positions		Monthly Salary	Annual Salary	40/Hr Week Hrly Rate
<u>Specialist</u>	Step 1	\$ 5,851	\$ 70,212	\$ 33.76
	Step 2	\$ 6,217	\$ 74,604	\$ 35.87
	Step 3	\$ 6,583	\$ 78,996	\$ 37.98
	Step 4	\$ 6,948	\$ 83,376	\$ 40.08
	Step 5	\$ 7,313	\$ 87,756	\$ 42.19
<u>Coordinator</u>	Step 1	\$ 6,339	\$ 76,068	\$ 36.57
	Step 2	\$ 6,735	\$ 80,820	\$ 38.86
	Step 3	\$ 7,131	\$ 85,572	\$ 41.14
	Step 4	\$ 7,527	\$ 90,324	\$ 43.43
	Step 5	\$ 7,923	\$ 95,076	\$ 45.71

Annual Hours 2,080

Deferred Comp

No match required \$550/month \$6,600/annual

Longevity Schedule

5-10 years	2% of current salary	HRA/VEBA:	\$1,104/annual	Single coverage
11-15 years	4% of current salary		\$2,208/annual	All other coverage
16-20 years	6% of current salary			
21-25 years	8% of current salary			
25+ years	10% of current salary			

Medical Cap

100% for 2026

Initials
dm
mf
ew
m. t

Reviewed By
 Fire Chief
 Union President
 HR Director
 Chairman Brd

Date
12/22/25
12/30/25
12-30-25
12/22/25