

Central Pierce Fire & Rescue  
 Chief's Bargaining Unit  
 Appendix A - 2026 Salary Schedule  
 January 1, 2026 - December 31, 2026

**2.5% Base Salary Increase**

Position	Monthly Salary	Annual Salary	Shift Hourly	40 Hr/Wk Hourly
Assistant Chief (12% above Dis/Div Chief)	\$ 18,167	\$ 218,004	\$ -	\$ 104.81
District Chief (8% above BC)	\$ 16,220	\$ 194,640	\$ 88.92	\$ -
Division Chief (8% above BC)	\$ 16,220	\$ 194,640	\$ -	\$ 93.58
Battalion Chief (16% above Captain)	\$ 15,018	\$ 180,216	\$ 82.33	\$ 86.65

Deferred Comp

	Monthly	Annual
All ranks - no match required	6.2% of 1st Class FF \$ 621.00	\$ 7,452.00

	Battalion Chief	Division Chief	Assistant Chief
5 - 9 years @ 2% of monthly base salary	\$ 301	\$ 325	\$ 364
10 - 14 years @ 4% of monthly base salary	\$ 601	\$ 649	\$ 727
15 - 19 years @ 6% of monthly base salary	\$ 902	\$ 974	\$ 1,091
20 - 24 years @ 8% of monthly base salary	\$ 1,202	\$ 1,298	\$ 1,454
25 - 29 years @ 11% of monthly base salary	\$ 1,652	\$ 1,785	\$ 1,999
30+ years @ 13% of monthly base salary	\$ 1,953	\$ 2,109	\$ 2,362

	Monthly	Annual
Paramedic Certification (BC - EMS Only) (6% of BC wage)	\$ 902	\$ 10,824
Non-Shift Medic (other than EMS) (2.5% of BC wage)	\$ 376	\$ 4,512
Specialty Team Program Manager (3% of BC wage)	\$ 451	\$ 5,412
Wildland Lead (3% of BC wage)	\$ 451	\$ 5,412
Peer Fitness or Peer Support Team Lead (3% of BC wage)	\$ 451	\$ 5,412

	Hourly	OT
Acting Pay as District or Division Chief	\$ 6.59	\$ 9.89
Acting Pay as Assistant Chief	\$ 11.23	\$ 16.85

40 Hour/Week Personnel:

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


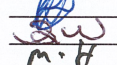
24 Hour Shift Personnel:

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 2026

Initials  
  
  
 M.B.

Reviewed By  
 Fire Chief  
 Union Pres.  
 HR Director  
 Chairman/Board

Date  
 12/22/25  
 12/22/25  
 12/22/25  
 12/22/25