

Central Pierce Fire & Rescue
Firefighters Bargaining Unit
Appendix A - 2026 Salary Schedule

January 1, 2026 - December 31, 2026

2.5% Base Salary Increase

Rank	Monthly Salary	Annual Salary	Shift Hourly	40 Hr/Wk Hourly
Firefighter, Probationary	\$ 7,295	\$ 87,540	\$ 40.00	\$ 42.09
Firefighter, 3rd Class	\$ 8,106	\$ 97,272	\$ 44.44	\$ 46.77
Firefighter, 2nd Class	\$ 9,002	\$ 108,024	\$ 49.35	\$ 51.94
Firefighter, 1st Class	\$ 10,004	\$ 120,048	\$ 54.85	\$ 57.72
Inspector (For Pre-LEOFF Retirement Calc Only=105% of FF 1st)	\$ 10,505	NA	NA	NA
Apparatus Operator (+ 6% of FF 1st Class)	\$ 10,605	\$ 127,260	\$ 58.14	\$ 61.19
Deputy Fire Marshal I (+ 8.5% above AO)	\$ 11,507	\$ 138,084	\$ 63.09	\$ 66.39
Lieutenant (Fire/MSO/Training + 8.5% of AO)	\$ 11,507	\$ 138,084	\$ 63.09	\$ 66.39
Deputy Fire Marshal II (+ 12.5% above Lt)	\$ 12,946	\$ 155,352	\$ 70.97	\$ 74.69
Captain (+ 12.5% of Lieutenant)	\$ 12,946	\$ 155,352	\$ 70.97	\$ 74.69

Deferred Comp

	Monthly	Annual
6.2% of 1st Class FF	\$ 621.00	\$ 7,452.00

All ranks - no match required

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	\$ 163	\$ 181	\$ 201	\$ 213	\$ 231	\$ 259
10 - 14 years @ 4% of monthly base salary	\$ 325	\$ 361	\$ 401	\$ 425	\$ 461	\$ 518
15 - 19 years @ 6% of monthly base salary	\$ 487	\$ 541	\$ 601	\$ 637	\$ 691	\$ 777
20 - 24 years @ 8 % of monthly base salary	\$ 649	\$ 721	\$ 801	\$ 849	\$ 921	\$ 1,036
25 - 29 years @ 11% of monthly base salary	\$ 892	\$ 991	\$ 1,101	\$ 1,167	\$ 1,266	\$ 1,425
30+ years @ 13% of monthly base salary	\$ 1,054	\$ 1,171	\$ 1,301	\$ 1,379	\$ 1,496	\$ 1,683

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

	Monthly	Annually
FF/PM Prob	\$ 876	\$ 10,512
FF/PM 3rd	\$ 973	\$ 11,676
FF/PM 2nd	\$ 1,081	\$ 12,972
FF/PM 1st	\$ 1,201	\$ 14,412
FF/PM LT	\$ 1,201	\$ 14,412
FF/PM Capt	\$ 1,201	\$ 14,412

	Monthly	Annually
Printing & Engraving Pay (2.5% of FF 1st)	\$ 251	\$ 3,012
Shift Staffer Premium (2.5% of FF 1st)	\$ 251	\$ 3,012
Staffing Coordinator Pay (2.5% of FF 1st)	\$ 251	\$ 3,012
Peer Fitness and Peer Support Lead (2.5% of FF 1st)	\$ 251	\$ 3,012
Haz Mat Tech Pay (3% of FF 1st)	\$ 301	\$ 3,612
Tech Rescue Tech Pay (3% of FF 1st)	\$ 301	\$ 3,612
Water Rescue Technician (3% of FF 1st)	\$ 301	\$ 3,612

	Hourly	OT
Acting Pay as Apparatus Operator (6% of FF 1st hourly)	\$ 3.30	\$ 4.95
Acting Pay as Lieutenant (from FF)	\$ 8.24	\$ 12.36
Acting Pay as Lieutenant (from AO)	\$ 4.95	\$ 7.42
Acting Pay as Battalion Chief from Captain	\$ 11.36	\$ 17.04
Transport Unit Medic Pay (6% of FF 1st hourly) - Shift Rate	\$ 3.30	\$ 4.95
Transport Unit Medic Pay (6% of FF 1st hourly) - Day Rate	\$ 3.47	\$ 5.21

Paramedic School Salaries

Rank	Monthly Salary	Annual Salary	Shift Hourly	40 Hr/Wk Hourly
Firefighter, Probationary (12% above Prob FF)	\$ 8,171	\$ 98,052	\$ 44.79	\$ 47.14
Firefighter, 3rd Class (12% above 3rd Class FF)	\$ 9,079	\$ 108,948	\$ 49.77	\$ 52.38
Firefighter, 2nd Class (12% above 2nd Class FF)	\$ 10,083	\$ 120,996	\$ 55.27	\$ 58.17
Firefighter, 1st Class (12% above 1st Class FF)	\$ 11,205	\$ 134,460	\$ 61.43	\$ 64.64
Apparatus Operator (12% above 1st Class FF)	\$ 11,205	\$ 134,460	\$ 61.43	\$ 64.64
Lieutenant (14.5% above 1st Class FF)	\$ 11,455	\$ 137,460	\$ 62.80	\$ 66.09

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 2026

Initials: DM SW M
Reviewed By:
Fire Chief
Union Pres.
HR Director
Chairman/Board
Date: 12/22/25
12/22/25
12/22/25
12/22/25