

APPENDIX A

Hourly Wage Rates – IAFF Local #1433 Employees

Effective 01/12/2020 (2.6% increase) (24 day work period)			
		FF Rate	FF/PM Rate
FF 0-12	85%	29.37	32.31
FF 13-24	90%	31.10	34.21
FF 25-36	95%	32.83	36.11
FF 37+	100%	34.56	38.01
LT	110%	38.01	
Capt.	117.50%	40.60	
BC	132.50%	45.79	

40-hour week positions:

1st full pay period – 07/14/18 = current base hourly rate X 2,600 hours / 2,080 + 7.5%
Effective 07/15/18 = current base hourly rate X 2,555 hours / 2,080 + 7.5%. \

- *All steps refer to months of continuous service.*
- *Effective July 15, 2018 Lateral hires for FF and FF/PM shall start at Step 0-12.*

Effective 1st full pay period 2019, 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 2% - maximum 3%.

Effective 1st full pay period 2020, 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 2% - 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 23.4	

ARTICLE 28 – 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.
