

APPENDIX A

CITY OF BELLINGHAM
2024
Uniformed Fire Salary Structure
PLAN C

4.0% Increase January 1, 2024
1.5% market adjustment January 1, 2024

Effective November 1, 2024: **Step 1 Step 2 Step 3 Step 4 Step 5**

Salary Grade 29	\$7,425	\$7,897	\$8,375	\$8,890	\$9,420	
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Firefighter

Salary Grade 32	\$10,419	\$10,720	\$11,040	\$11,351	\$11,681	
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% of Top Step Firefighter 10.6% 13.8% 17.2% 20.5% 24.0%

Captain
Inspector

Deferred Compensation

The City shall match an employee's contribution made to the City's voluntary deferred compensation program of the percentage outlined in Article 38, Section 1 of salary per Appendix A. The City may establish procedures to efficiently maintain the deferred compensation program including reasonable restrictions upon the employee's ability to change his/her contribution level during the calendar year and reasonable rules of administration.

APPENDIX B

Monthly premium pays are as follows:

Driver/Engineer Premium (N/A to Paramedics on a Medic Unit) January 1, 2024	4.0% of Step 5 Firefighter Salary \$376.80
Paramedic Student Premium Commencement of Medic Class January 1, 2024	7.5% of Step 5 Firefighter Salary \$706.50
NREMPT-P Certification January 1, 2024	10.0% of Step 5 Firefighter Salary \$942.00
Paramedic Premium January 1, 2024	15.0% of Step 5 Firefighter Salary \$1,413.00
Engine Medic Premium January 1, 2024	10.0% of Step 5 Firefighter Salary \$942.00
PM Preceptor January 1, 2024	6.0% of Step 5 Firefighter Salary per month when assigned \$565.20

Specialty Pay 2% of salary

- SWAT Medic
- Rescue Tech or Boat
- Hazmat
- Truck (Aerial Apparatus)
- Acting Captain List

Lead Specialty Pay 2% of Salary in addition to Specialty pay

- SWAT Medic Lead
- Rescue Tech or Boat Lead
- Truck (Aerial Apparatus) Lead

EMS Captains shall receive Engine Medic premium pay.

Existing Fire Captains (promoted before 7/13/01) with Paramedic certification shall receive Engine Medic pay.

Bilingual Premium	1.0% of Salary
Senior Inspector Premium	6.0% of Salary
Administrative Support Premium for Firefighters, Captains and Inspectors	5.0% of Salary
Acting Pay	
Captains as Battalion Chiefs	6.0% of Salary
Firefighters as Captains	Step 1, Grade 32

B.1 Employees assigned periodically to drive shall be paid in accordance with Appendix "D" Extra Duty.

B.2 Paramedics shall not be paid for driving ambulances.

B.3 Employees acting in higher class for any accumulated period equivalent to 45 twenty-four hour shifts in any calendar year shall have their vacation and holiday pay retroactively adjusted to the higher rate of pay.

B.4 Any employee working an administrative support assignment is subject to overtime assignments.

APPENDIX C

Service longevity (per month):

Years of completed service:

5 years of service	2.75% **
10 years of service	4.5% **
15 years of service	6.0% plus additional 6.00%* = 12.00% **
20 years of service	7.5% plus additional 6.00%* = 13.50% **
25 or more years of service	8.5% plus additional 6.00%* = 14.50% **

* Beginning January 1, 2010, the steps at 15 years and above will increase by the Deferred Compensation matching amount defined in Article 38.

** Beginning June 16, 2016 Service Longevity will be a percentage of Appendix A Salary.

Paramedic longevity, in addition to service longevity, for eligible employees (per month):

	<u>3 Years</u>	<u>6 Years</u>	<u>9 Years</u>	<u>12 Years</u>	<u>15 Years</u>	<u>18 Years</u>
Percent of Step 5 Firefighter	0.9%	1.4%	2.2%	2.6%	3.0%	3.5%
January 1, 2024	\$84.78	\$131.88	\$207.24	\$244.92	\$282.60	\$329.70

EMS Captains and Paramedics not assigned to the Paramedic work-week, shall not receive Paramedic longevity pay.

APPENDIX D

Extra duty pays are as follows:

Driver/Engineer	4.00% of Step 5 Firefighter Salary per 12-hour shift assignment
January 1, 2024	4.00% \$21.96

Public Information Officer	4.3% of Salary
January 1, 2024	

Student Evaluations (applicable to Paramedics only)	\$22 per evaluation for training City of Bellingham Firefighters (for each 24 hour shift evaluation) \$32 per evaluation for formal evaluation of outside agency personnel (for each 12 hour shift evaluation)
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