

# Shoreline Fire Department

## 2023 WAGE SCALE: January 1, 2023 through December 31, 2023

(10.1% Increase per Jan 1, 2022- Dec 31, 2024 CBA)

### Monthly Salary: Uniform CBA

Rank/Grade in Months:		0 – 12	13 – 24	25 – 36	37 – 48	49 – 60	*Top Step Firefighter
<b>Firefighter</b>		7,144.21	7,654.52	8,164.82	8,675.12	9,185.42	<b>10,206.02</b>
Percentage of Top Step FF		70%	75%	80%	85%	90%	100%
Hourly Rate		34.35	36.80	39.25	41.71	44.16	49.07
<b>Firefighter (Hired prior to 2021)</b>		6,123.61	7,144.21	8,164.82	9,185.42	10,206.02	
Percentage of Top Step FF		60%	70%	80%	90%	100%	
Hourly Rate		29.44	34.35	39.25	44.16	49.07	
<b>Aid Car Premium</b>	5.0%	2.45					
<b>Firefighter Lateral: 0-6 Months</b>	80.0%	39.25					8,164.82
<b>Firefighter Lateral: 7-12 Months</b>	85.0%	41.71					8,675.12
<b>Firefighter Lateral: 13-24 Months</b>	90.0%	44.16					9,185.42
<b>Firefighter Lateral: 25+ Months</b>	100.0%	49.07					10,206.02
<b>Driver-Engineer</b>	105.5%	51.77					10,767.35
<b>Paramedic</b>	117.0%	57.41					11,941.04
<b>Lieutenant</b>	117.0%	57.41					11,941.04
<b>Captain</b>	126.0%	61.82					12,859.59
<b>MSO</b>	134.0%	65.75					13,676.07
<b>Deputy Fire Marshal: 0-24 Months</b>	110.0%	64.77					11,226.62
<b>Deputy Fire Marshal: 25-48 Months</b>	115.0%	67.71					11,736.92
<b>Deputy Fire Marshal: 48+ Months</b>	120.0%	70.66					12,247.22
<b>Assistant Fire Marshal</b>	126.0%	74.19					12,859.59
<b>PIO / CSO: 0-24 Months</b>	108.0%	63.59					11,022.50
<b>PIO / CSO: 25-36 Months</b>	110.0%	64.77					11,226.62
<b>PIO / CSO: 37-48 Months</b>	112.0%	65.95					11,430.74
<b>PIO / CSO: 48+ Months</b>	115.0%	67.71					11,736.92
<b>Training MSO</b>	143.0%	84.20					14,594.61
<b>Training Captain</b>	135.0%	79.49					13,778.13
<b>Incentive Pay:</b>							
<b>Day Shift Premium</b>	4.0%						408.24
<b>Company Officer Medic Certification</b>	4.0%						408.24
<b>Company Officer-FMO: 0-12 Months</b>	5.0%						510.30
<b>Company Officer-FMO: 13-24 Months</b>	6.0%						612.36
<b>Company Officer-FMO: 25+ Months</b>	9.0%						918.54
<b>Fire Academy Drill Master or EMT Class Lead Instructor / SEI</b>	10.0%						1,020.60
<b>Lieutenant Instructing in Academy</b>	9.0%						918.54
<b>Rescue Swimmer - Team Member</b>	1.0%						102.06
<b>Rescue Swimmer - Boat Operator</b>	0.5%						51.03
<b>TECH OPS - Team Member</b>	2.0%						204.12
<b>TECH OPS - Instructor Cert.</b>	1.0%						102.06
<b>Technical Staff Assignment</b>	1.5%						153.09
<b>King County ODA Certification**</b>	0.5%						51.03
<b>Associate's Degree**</b>	1.5%						153.09
<b>Bachelor's Degree**</b>	2.0%						204.12
<b>Master's Degree**</b>	2.5%						255.15
<b>Mgmt of EMS &amp; Adv Leadership EMS</b>	0.5%						51.03
<b>Seattle ELA</b>	0.5%						51.03
<b>NFA EFO</b>	1.5%						153.09
<b>BLS Run Review QI Assignment</b>	1.5%						153.09

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Longevity Premiums:							
5 Years	2.0%						204.12
10 Years	4.0%						408.24
15 Years	6.0%						612.36
20 Years	8.0%						816.48
25 Years	10.0%						1,020.60
30 Years	12.0%						1,224.72
35 Years	14.0%						1,428.84
Differential Pay:							
Lieutenant to Battalion Chief							4.88
Firefighter to Lieutenant							8.34
Paramedic to MSO							8.34
Captain to Battalion Chief							0.47
Driver to Lieutenant							5.64
Lieutenant to Captain							4.42
Firefighter to Driver-Engineer							2.70
MSO to Battalion Chief							2.77

The Company Officer in FMO Incentive Pay only applies to Lieutenants. Captains in this position receive no Incentive Pay.

**\*\*Only one can be applied to the Employee's Monthly Salary**