

Shoreline Fire Department

2024 WAGE SCALE: January 1, 2024 through December 31, 2024

(4.6% 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
Firefighter		7,472.85	8,006.63	8,540.40	9,074.18	9,607.95	10,675.50
Percentage of Top Step FF		70%	75%	80%	85%	90%	100%
Hourly Rate		35.93	38.49	41.06	43.63	46.19	51.32
Firefighter (Hired prior to 2021)		6,405.30	7,472.85	8,540.40	9,607.95	10,675.50	
Percentage of Top Step FF		60%	70%	80%	90%	100%	
Hourly Rate		30.79	35.93	41.06	46.19	51.32	
Aid Car Premium	5.0%	2.57					
Driver-Engineer	105.5%	54.15					11,262.65
Paramedic	117.0%	60.05					12,490.34
Lieutenant	117.0%	60.05					12,490.34
Captain	126.0%	64.67					13,451.13
MSO	134.0%	68.77					14,305.17
Deputy Fire Marshal: 0-24 Months	110.0%	67.75					11,743.05
Deputy Fire Marshal: 25-48 Months	115.0%	70.83					12,276.83
Deputy Fire Marshal: 48+ Months	120.0%	73.91					12,810.60
Assistant Fire Marshal	126.0%	77.60					13,451.13
PIO / CSO: 0-24 Months	108.0%	66.52					11,529.54
PIO / CSO: 25-36 Months	110.0%	67.75					11,743.05
PIO / CSO: 37-48 Months	112.0%	68.98					11,956.56
PIO / CSO: 48+ Months	115.0%	70.83					12,276.83
Training MSO	143.0%	88.07					15,265.97
Training Captain	135.0%	83.15					14,411.93
Incentive Pay:							
Day Shift Premium	4.0%						427.02
Company Officer Medic Certification	4.0%						427.02
Company Officer-FMO: 0-12 Months	5.0%						533.78
Company Officer-FMO: 13-24 Months	6.0%						640.53
Company Officer-FMO: 25+ Months	9.0%						960.80
Fire Academy Drill Master or EMT Class Lead Instructor / SEI	10.0%						1,067.55
Lieutenant Instructing in Academy	9.0%						960.80
Rescue Swimmer - Team Member	1.0%						106.76
Rescue Swimmer - Boat Operator	0.5%						53.38
TECH OPS - Team Member	2.0%						213.51
TECH OPS - Instructor Cert.	1.0%						106.76
Technical Staff Assignment	1.5%						160.13
King County ODA Certification**	0.5%						53.38
Associate's Degree**	1.5%						160.13
Bachelor's Degree**	2.0%						213.51
Master's Degree**	2.5%						266.89
Mgmt of EMS & Adv Leadership EMS	0.5%						53.38
Seattle ELA	0.5%						53.38
NFA EFO	1.5%						160.13
BLS Run Review QI Assignment	1.5%						160.13
Longevity Premiums:							
5 Years	2.0%						213.51
10 Years	4.0%						427.02
15 Years	6.0%						640.53

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20 Years	8.0%						854.04
25 Years	10.0%						1,067.55
30 Years	12.0%						1,281.06
35 Years	14.0%						1,494.57
Differential Pay:							
Lieutenant to Battalion Chief							11.68
Firefighter to Lieutenant							8.73
Paramedic to MSO							8.73
Captain to Battalion Chief							7.06
Driver to Lieutenant							5.90
Lieutenant to Captain							4.62
Firefighter to Driver-Engineer							2.82
MSO to Battalion Chief							2.96

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**