

Shoreline Fire Department

2026 WAGE SCALE CPI-U: January 1, 2026 through December 31, 2026

(2.7% Increase per Jan 1, 2025- Dec 31, 2027 CBA)

Monthly Salary: Uniform CBA

Rank/Grade:	0 – 12 Months	13 - 24	25 - 36	Top Step FF 37+ Months
Firefighter	8,033.79	9,181.47	10,329.16	11,476.84
Percentage of Top Step FF	70%	80%	90%	100%
Lateral FF based on previous months of experience				
Hourly Rate	\$38.62	\$44.14	\$49.66	\$55.18
Rescue Firefighter	102.0%	56.28		11,706.38
Driver-Engineer	106.0%	58.49		12,165.45
Driver-Rescue	108.0%	59.59		12,394.99
Tractor Driver	108.0%	59.59		12,394.99
Paramedic	118.0%	65.11		13,542.67
Lieutenant	118.0%	65.11		13,542.67
LCO	120.0%	66.21		13,772.21
Captain	127.0%	70.07		14,575.59
MSO	134.0%	73.94		15,378.97
Deputy Fire Marshal: 0-24 Months	110.0%	60.69		12,624.52
Deputy Fire Marshal: 25-48 Months	115.0%	63.45		13,198.37
Deputy Fire Marshal: 48+ Months	120.0%	66.21		13,772.21
Assistant Fire Marshal	127.0%	70.07		14,575.59
PE / CSO / PIO-SMC: 0-24 Months	108.0%	59.59		12,394.99
PE / CSO / PIO-SMC: 25-36 Months	110.0%	60.69		12,624.52
PE / CSO / PIO-SMC: 37-48 Months	112.0%	61.80		12,854.06
PE / CSO / PIO-SMC: 48+ Months	115.0%	63.45		13,198.37
Company Officer-FMO: 0-12 Months	123.0%	67.87		14,116.51
Company Officer-FMO: 13-24 Months	124.0%	68.42		14,231.28
Company Officer-FMO: 25-36 Months	127.0%	70.07		14,575.59
Incentive Pay:				
Aid Car Premium	5.0%	2.76		
Ladder Station - Tiller/tailboard - Seat pay	2.0%	1.10		
Rescue Swimmer - Team Member	1.5%	0.83		172.15
Technical Staff Assignment	1.5%	0.83		172.15
BLS Run Review QI Assignment	1.5%	0.83		172.15
Day Shift Premium	4.0%	2.21		459.07
Paramedic School Premium	4.0%	2.21		459.07
Suppression Lieutenant Medic Certification	4.0%	2.21		459.07
Training Premium	9.0%	4.97		1,032.92
Instructing at a Fire or EMT Academy	9.0%	4.97		1,032.92
Fire or EMT Academy Lead (or SEI at EMT academy)	10.0%	5.52		1,147.68
Education (see Article 43 Education Incentive for specific details):				
King County ODA Certification or Fire Officer II	0.5%	0.28		57.38
Associate's Degree	1.5%	0.83		172.15
Bachelor's Degree	2.0%	1.10		229.54
Master's Degree or above	2.5%	1.38		286.92
EMS (R0150) and (R0151)	0.5%	0.28		57.38
Seattle Executive Leadership Academy	0.5%	0.28		57.38
Executive Fire Officer (EFO)	1.5%	0.83		172.15
Longevity Premiums:				
5 Years	2.0%			229.54
10 Years	4.0%			459.07
15 Years	6.0%			688.61
20 Years	8.0%			918.15
25 Years	10.0%			1,147.68
30 Years	12.0%			1,377.22
35 Years	14.0%			1,606.76