

- 4.2 The Employer reserves the right to contract out for goods and services, provided that contracting out does not displace any bargaining unit members. In the event of the Employer's business or budgetary necessity results in a reduction or elimination of Fire service operations, the Employer and the Union shall negotiate the effects of such changes.

Article 5 - Prevailing Rights

- 5.1 The Union and Employer agree that the "wages, hours and working conditions" in effect at the time of signature of this Agreement and which are not addressed in this Agreement nor waived in the Management Rights clause herein will remain in effect unless the Employer wishes to change a mandatory subject of bargaining not addressed or waived. If so, the Employer agrees to bargain regarding such changes not addressed or waived pursuant to its obligation under Chapter 41.56 RCW.

Article 6 - Salary and Wages

- 6.1 Pay Period (Semi-Monthly) – Wages shall be payable two (2) times a month, the regular pay periods are the 1st to the 15th and the 16th to the last day of the month.
- 6.1.1. Pay dates that fall on a weekend or holiday will be paid on the day before the weekend or holiday.
- 6.2 Step Increases – There shall be twelve (12) months of service between each one (1) year annual step increase.
- 6.3 Monthly Salaries - Effective January 1, 2026, the base monthly wages shall be increased by two and half percent (2.5%) cost of living adjustment a half percent (0.5%) market adjustment.

All adjustments for this contract period are reflected in the below table:

Firefighter/EMT

1	2	3	4	5	6
\$7,064	\$7,386	\$7,724	\$8,076	\$8,445	\$8,825

Firefighter/Paramedic

1	2	3	4	5	6
\$8,375	\$8,697	\$9,035	\$9,387	\$9,756	\$10,136

Captain

1	2	3
\$9,384	\$9,662	\$10,144

Captain Paramedic

1	2	3
\$10,267	\$10,545	\$11,027

Battalion Chief

1	2	3
\$10,651	\$10,917	\$11,190

- 6.4 The employee's hourly rate shall be calculated by dividing the Employee's annual salary by the number of hours in the employees assigned annual work schedule. (For example, the employee's hourly rate on a 40-hour work week would be derived by taking the employee's annual salary and dividing that by (40 x 52) hours.)
- 6.5 On January 1, 2027, the wage rates in this Article shall be increased by two and a half percent (2.5%) cost of living adjustment and a half percent (0.5%) market adjustment.

All adjustments for this contract period are reflected in the below table:

Firefighter/EMT

1	2	3	4	5	6
\$7,276	\$7,608	\$7,956	\$8,318	\$8,698	\$9,090

Firefighter/Paramedic

1	2	3	4	5	6
\$8,639	\$8,971	\$9,319	\$9,681	\$10,062	\$10,453

Captain

1	2	3
\$9,666	\$9,952	\$10,449

Captain Paramedic

1	2	3
\$10,575	\$10,861	\$11,358

Battalion Chief

1	2	3
\$10,971	\$11,244	\$11,526

- 6.6 Retroactive checks will be issued within thirty (30) days after executing this contract. The retroactive pay will only apply to those employees who are employed with the City at the time the contract is officially approved and ratified by the Union and the City.

Article 7 – Probation

- 7.1 Probation Period - New employees shall be subject to a twelve (12) month probation period. Said probation period may be extended one (1) time only for up to an additional six (6) months. During this period, such employee shall be evaluated by the Employer and may be terminated at the sole discretion of the Employer.
- 7.2 Promoted employees shall serve a twelve (12) month probation period. If during that time the employee fails to perform the duties of the new position satisfactorily, they will be permitted to return to their previous position without loss of seniority. The probation period may be extended one (1) time, up to an additional six (6) months. The Employer shall provide each probationary promoted employee with an objective written evaluation of their job performance and progress every ninety (90) days during the probationary period.

Article 8 – Working Out of Classification

- 8.1 An employee who performs the duties of a higher ranked position in an acting capacity shall be compensated a minimum of one (1) hour at the premium pay rate outlined below or for the time actually worked at the premium pay rate, whichever is greater. Working out of classification shall be offered only to personnel who meet the definitions under 8.4 and 8.5.

- (1) Firefighter to Captain – 7.5%
- (2) Captain to Battalion Chief – 7.5%

- 8.2 An employee is considered working out of classification when,
 - 8.2.1 A Captain is performing the duty of a Battalion Chief due to the absence or unavailability of the Battalion Chief to perform the required duties of the position necessary to meet operational needs.
 - 8.2.2 The designated Senior Firefighter is performing the duty of a Captain due to the absence or unavailability of the Captain to perform the required duties of the position necessary to meet operational needs.
- 8.3 The following criteria shall be used for assignments to act in the capacity of a higher ranked position: