

APPENDIX A

**CITY OF BELLINGHAM
2010
Uniformed Fire Salary Structure
PLAN C
No Increase January 1, 2010**

January 1, 2010: *Step 1 Step 2 Step 3 Step 4 Step 5*

Salary Grade 29	\$4,686	\$4,982	\$5,283	\$5,609	\$5,945	
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Firefighter

Salary Grade 32	\$6,314	\$6,504	\$6,706	\$6,902	\$7,110	
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% of Top Step Firefighter	6.2%	9.4%	12.8%	16.1%	19.6%
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Captain
Inspector

Deferred Compensation

compensation program of the percentage outlined in Article 37, Section 1 of salary per Appendix

APPENDIX B

Monthly premium pays are as follows:

Driver/Engineer Premium (N/A to Paramedics on a Medic Unit) January 1, 2010	4.0% of Step 5 Firefighter Salary at ratification 4.0% \$237.80
Paramedic Premium January 1, 2010	12.0% of Step 5 Firefighter Salary \$713.40
Engine Medic Premium January 1, 2010	10.0% of Step 5 Firefighter Salary \$594.50
PM Preceptor/Preceptress Prem January 1, 2010	6.0% of Step 5 Firefighter Salary per month when assigned \$356.70
Rescue Tech or Boat Specialty Pay	2.0% of Step 5 Firefighter Salary

January 1, 2010

\$118.90

EMS Captains shall receive Engine Medic premium pay.

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

Senior Inspector Premium 6.0% of Salary

Administrative Support Premium for Firefighters and Captains 4.5% of Salary

Acting Pay

Captains as Battalion Chiefs 6.0% of Salary

Firefighters as Captains 6.0% of Salary

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 46 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 assignment

APPENDIX C

Service longevity (per month):

	<u>5 Years</u>	<u>10 Years</u>	<u>15 Years</u>	<u>20 Years</u>	<u>25 Years</u>
Percent of Step 5 Firefighter	1.25%	2.5%	3.0%	6.0%	7.0%
January 1, 2010	\$74.31	\$148.63	\$178.35	\$356.70	\$416.15

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, 2010	\$53.51	\$83.23	\$130.79	\$154.57	\$178.35	\$208.08

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	0.2289% of Step 5 Firefighter Salary per 12-hour shift assignmer
January 1, 2009	0.2289% \$13.61

Public Information Officer	4.3% of Step 5 Firefighter Salary per month
January 1, 2009	\$255.64

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