APPENDIX A

CITY OF BELLINGHAM
2026
Uniformed Fire Salary Structure
PLAN C

3.75% Increase January 1, 2026

January 1, 2026:	*Step 1*	*Step 2*	*Step 3*	*Step 4*	*Step 5*	
Salary Grade 29	**$8,012**	**$8,521**	**$9,037**	**$9,593**	**$10,164**	
Firefighter						
Salary Grade 32	**$11,241**	**$11,567**	**$11,912**	**$12,248**	**$12,603**	
% of Top Step Firefighter	10.6%	13.8%	17.2%	20.5%	24.0%	
Captain						
Inspector						

Deferred Compensation

The City shall match an employee's contribution made to the City's voluntary deferred compensation program of the percentage outlined in Article 38, Section 1 of salary per Appendix A. The City may establish procedures to efficiently maintain the deferred compensation program including reasonable restrictions upon the employee's ability to change his/her contribution level during the calendar year and reasonable rules of administration.

APPENDIX B

Monthly premium pays are as follows:

Driver/Engineer Premium	4.0% of Step 5 Firefighter Salary
(N/A to Paramedics on a Medic Unit)	
January 1, 2026	$406.56
Paramedic Student Premium	
Commencement of Medic Class	7.5% of Step 5 Firefighter Salary
January 1, 2026	$762.30
NREMPT-P Certification	10.0% of Step 5 Firefighter Salary
January 1, 2026	$1,016.40
Paramedic Premium	15.0% of Step 5 Firefighter Salary
January 1, 2026	$1,524.60
Engine Medic Premium	10.0% of Step 5 Firefighter Salary
January 1, 2026	$1,016.40
PM Preceptor	Step 1, Grade 32 when assigned
January 1, 2026	
Specialty Pay	2% of salary

SWAT Medic
Rescue Tech or Boat
Hazmat
Truck (Aerial Apparatus)
Acting Captain List

Lead Specialty Pay 2% of Salary in addition to Specialty pay

SWAT Medic Lead
Rescue Tech or Boat Lead
Truck (Aerial Apparatus) Lead

EMS Captains shall receive Engine Medic premium pay.

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

Bilingual Premium	1.0% of Salary
Senior Inspector Premium	6.0% of Salary
Administrative Support Premium for Firefighters, Captains and Inspectors	5.0% of Salary
Acting Pay	
Captains as Battalion Chiefs	6.0% of Salary
Firefighters as Captains	Step 1, Grade 32

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 45 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 assignments.

APPENDIX C

Service longevity (per month):

Years of completed service:

5 years of service	2.75% **
10 years of service	4.5% **
15 years of service	6.0% plus additional 6.00%* = 12.00% **
20 years of service	7.5% plus additional 6.00%* = 13.50% **
25 or more years of service	8.5% plus additional 6.00%* = 14.50% **

* Beginning January 1, 2010, the steps at 15 years and above will increase by the Deferred Compensation matching amount defined in Article 38.

** Beginning June 16, 2016 Service Longevity will be a percentage of Appendix A Salary.

Paramedic longevity, in addition to service longevity, for eligible employees (per month):

	3 Years	6 Years	9 Years	12 Years	15 Years	18 Years
Percent of Step 5 Firefighter	0.9%	1.4%	2.2%	2.6%	3.0%	3.5%
January 1, 2026	$91.48	$142.30	$223.61	$264.26	$304.92	$355.74

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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	4.00%	of Step 5 Firefighter Salary per 12-hour shift assignment
January 1, 2026	4.00%	$23.64
Public Information Officer	4.3%	of Salary
January 1, 2026		
Student Evaluations (applicable to Paramedics only)		$22 per evaluation for training City of Bellingham Firefighters (for each 24 hour shift evaluation) $32 per evaluation for formal evaluation of outside agency personnel (for each 12 hour shift evaluation)