

AGREEMENT

BY AND BETWEEN

SOUTH SNOHOMISH COUNTY FIRE & RESCUE, REGIONAL FIRE AUTHORITY

AND

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 1828

JANUARY 1, 2021 THROUGH DECEMBER 31, 2025

promotional list for long-term temporary assignments to an alternate position or position of greater rank.

- 27.6 The RFA, at its discretion, may choose to fill vacancies with acting pay and/or overtime in lieu of a short or long-term temporary assignment.
- 27.7 If no employees on the current promotional roster agree to the temporary assignment, qualified volunteers will then be requested for such assignment.
- 27.7.1 In the event two or more employees volunteer, a written examination and/or oral interview will be administered to select the most qualified person.
- 27.8 Short-term and long-term temporary assignments may require the RFA to move personnel from shift to shift in order to fill a vacant bargaining unit position(s).
- 27.8.1 All scheduled leaves/vacations for employees assigned to short and long-term temporary assignments will be honored.
- 27.9 For short and long-term temporary assignments in which an employee's shift status is changed from 24-hour shifts to non-shift, sick leave accruals shall be converted to the 40-hour rates.
- 27.9.1 Shift personnel who are temporarily assigned to non-24-hour shift assignment shall receive "Day Premium Pay" of 7% of their base wage as stated in Article 28.8.
- 27.9.2 The sick leave accruals for employees who are serving in short and long-term temporary assignments described above, and who have had accrual rates adjusted, will be restored to previous accrual rates upon the employees' return to their regular assignments, and their accrual banks adjusted to reflect what they would have accrued had they remained on 24-hour shift. Accrual rates for assignments less than 60 days will not be adjusted.
- 27.9.3 Employees working a temporary assignment on a non-24-hour shift, shall work a maximum of forty (40) hours per week.
- 27.10 Long-Term Acting Assignments for Exempt Positions.
- 27.10.1 It is recognized that command staff members are expected to perform a different set of duties, and work in an environment that requires significant autonomy. It is expected that a bargaining unit member who temporarily fills an exempt position will fulfill the duties of the position to which they are assigned. During this period, the employee shall not be eligible for callback overtime. Additionally, the employee is entitled to the rights and benefits of the exempt position they are filling.

ARTICLE 28 WAGES

- 28.1 Wages shall be increased by mid-market adjustments based on Union's TCC with

education incentive factored in.

28.1.2

<ul style="list-style-type: none">• 2021: mid-market adjustments based on Union's TCC with education incentive factored in, based on 15-yr FF (2.28%)
<ul style="list-style-type: none">• 2022: mid-market adjustments based on union's TCC with education incentive factored in, based on 15-yr FF (with South King Assumed at 4%) (4.89%)
<ul style="list-style-type: none">• 2023: 100% Seattle, Tacoma, Bellevue June to June CPI-W (9.5%)
<ul style="list-style-type: none">• 2024: 100% Seattle, Tacoma, Bellevue June to June CPI-W (min 0% max 7%)
<ul style="list-style-type: none">• 2025: 100% Seattle, Tacoma, Bellevue June to June CPI-W (min 0% max 7%)
<ul style="list-style-type: none">• Prospective only - Eliminate FF2 step (85% at 7-12 months) and keep FF1 (80%) for 12 months

28.2 Battalion Chief's pay: A differential of forty-four percent (44%) shall be established and maintained over the rates of pay established for the Senior Firefighter job classification.

28.2.1 Battalion Chief's subject to same sunset on paramedic premium pay as Captains which shall be December 26, 2025. No post sunset paramedic premium.

28.3 Captain's pay: A differential of twenty-two percent (22%) shall be established and maintained over the rates of pay established for the Senior Firefighter job classification.

28.3.1 Captain Paramedic: A differential of twenty-five (25%) shall be established and maintained over the rate of pay established for the Senior Firefighter job classification.

28.3.2 Captain Paramedics who voluntarily accept, may count as paramedic staffing after downgrading units and to prevent medic mandatory. If a Captain is working as the primary paramedic on a unit, they will be paid Captain/Paramedic wage plus full medic pay (125% + 15% = 140%).