

Central Pierce Fire & Rescue  
 OPEIU Bargaining Unit  
 Appendix A - 2025 Salary Schedule

3.6% Base Salary Increase

Positions		Monthly Salary	Annual Salary	40/Hr Week Hrly Rate
<b>5% Steps from Base Step</b>				
<b>Accounting Clerk</b>	1-12 months	\$ 4,525	\$ 54,300	\$ 26.11
	13-24 months	\$ 4,752	\$ 57,024	\$ 27.42
	25 - 36 months	\$ 4,990	\$ 59,880	\$ 28.79
	37-48 months	\$ 5,240	\$ 62,880	\$ 30.23
	49-60+ months	\$ 5,502	\$ 66,024	\$ 31.74
<b>Support Specialist</b>	1-12 months	\$ 5,596	\$ 67,152	\$ 32.28
	13-24 months	\$ 5,876	\$ 70,512	\$ 33.90
<b>2% Market Adjustment</b>	25 - 36 months	\$ 6,170	\$ 74,040	\$ 35.60
	37-48 months	\$ 6,479	\$ 77,748	\$ 37.38
	49-60+ months	\$ 6,803	\$ 81,636	\$ 39.25
<b>Payroll Analyst</b>	1-12 months	\$ 6,213	\$ 74,556	\$ 35.84
	13-24 months	\$ 6,524	\$ 78,288	\$ 37.64
	25 - 36 months	\$ 6,851	\$ 82,212	\$ 39.53
	37-48 months	\$ 7,194	\$ 86,328	\$ 41.50
	49-60+ months	\$ 7,554	\$ 90,648	\$ 43.58
<b>Purchasing Analyst</b>	1-12 months	\$ 7,070	\$ 84,840	\$ 40.79
	13-24 months	\$ 7,424	\$ 89,088	\$ 42.83
	25 - 36 months	\$ 7,796	\$ 93,552	\$ 44.98
	37-48 months	\$ 8,186	\$ 98,232	\$ 47.23
	49-60+ months	\$ 8,596	\$ 103,152	\$ 49.59
<b>Executive Assistant</b>	1-12 months	\$ 7,601	\$ 91,212	\$ 43.85
	13-24 months	\$ 7,982	\$ 95,784	\$ 46.05
<b>4% Market Adjustment</b>	25 - 36 months	\$ 8,382	\$ 100,584	\$ 48.36
	37-48 months	\$ 8,802	\$ 105,624	\$ 50.78
	49-60+ months	\$ 9,243	\$ 110,916	\$ 53.33
<b>Payroll Coordinator</b>	1-12 months	\$ 8,204	\$ 98,448	\$ 47.33
	13-24 months	\$ 8,615	\$ 103,380	\$ 49.70
	25 - 36 months	\$ 9,046	\$ 108,552	\$ 52.19
	37-48 months	\$ 9,499	\$ 113,988	\$ 54.80
	49-60+ months	\$ 9,974	\$ 119,688	\$ 57.54
<b>Operations Analyst</b>	1-12 months	\$ 8,643	\$ 103,716	\$ 49.86
	13-24 months	\$ 9,076	\$ 108,912	\$ 52.36
	25 - 36 months	\$ 9,530	\$ 114,360	\$ 54.98
	37-48 months	\$ 10,007	\$ 120,084	\$ 57.73
	49-60+ months	\$ 10,508	\$ 126,096	\$ 60.62

**Annual Hours** 2,080

**Deferred Comp**

No match required \$400/month \$4,800/annual

**Longevity Schedule**

Completion of 5 years	2% of current salary	<b>HRA/VEBA:</b>	\$4000/annual
Completion of 10 years	4% of current salary		
Completion of 15 years	6% of current salary		
Completion of 20 years	8% of current salary		
Completion of 25 years	10% of current salary		
Completion of 30 years	12% of current salary		

**Medical Cap**

100% for 2025

Initials  
 DM  
 DH  
 SW  
 MH

Reviewed By  
 Fire Chief  
 Shop Steward  
 HR Director  
 Chairman Brd

Date  
 12/17/20  
 12/16/20  
 12/17/20  
 12/16/20

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# 2025 OPEIU Salary Schedule


Final Audit Report

2024-12-17


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