

Memorandum of Agreement

by and between

The City of Seattle

and

PROTEC17

Re: Accretion of Fire Protection Engineers Series

The City of Seattle (City) and PROTEC17, (collectively, the Parties) enter into this Memorandum of Agreement (MOA) regarding the Unit Accretion of Fire Protection Engineers Series at the Seattle Fire Department

Background:

On March 10, 2025, the Washington Public Employment Relations Commission certified PROTEC17 as the exclusive bargaining representative for employees in the Fire Protection Engineer series (Fire Protection Engineer, Fire Protection Engineer, Sr., and Fire Protection Engineer, Supervisor) classification at the Seattle Fire Department (SFD) via card check. See DECISION 14065 (PECB, 2025). PROTEC17 and the City of Seattle agree to accrete the Fire Protection Engineer series into the existing PROTEC17- City of Seattle Strategic Advisors and Managers collective bargaining agreement (CBA) by and between the City of Seattle and PROTEC17.

The Parties agree to the following conditions under which the Fire Protection Engineer series (Fire Protection Engineer, Fire Protection Engineer, Sr., and Fire Protection Engineer, Supervisor) will be accreted into the existing CBA between the parties PROTEC17- City of Seattle Strategic Advisors and Managers collective bargaining agreement. PROTEC17 and the City agree to apply all provisions of the CBA and this Agreement, retroactive to July 7, 2025, to the Fire Protection Engineer series at SFD

The following conditions of employment will be applied:

1. For the **Fire Protection Engineer** classification, the salary range will be as follows:
 - a. \$65.03 - \$75.94
2. For the **Fire Protection Engineer, Senior** classification, the salary range will be as follows:

- a. \$71.71 - \$83.24
3. For the **Fire Protection Engineer, Supervisor** classification, the salary range will be as follows:
 - a. \$76.52 - \$88.77
4. Each employee currently in the Fire Protection Engineer series as of the execution date of this agreement will be placed on the new salary range in the same proportional position that they currently are. For example, employees at the top of the salary range before this Agreement will remain at the top of the salary range. For employees directly in the middle of their salary range before this Agreement, they will remain in the middle of the new salary range.
5. For the duration of this Agreement, employees in the Fire Protection Engineer series will receive four Executive Leave and six Merit Leave days per calendar year.

This Agreement shall be effective upon the final signature date of the parties

FOR PROTEC17:

FOR City of Seattle:

Steven Pray, Union Representative Date

Mayor signature block Date

Karen Estevenin, Executive Director Date

Jeff Clark, Labor Negotiator Date

cc: Kimberly Loving, SDHR

Harold Scoggins, SFD

