PROFESSIONAL FIRE FIGHTERS OF CLACKAMAS COUNTY

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS – LOCAL 1159

Policy: Officer Salaries

Approved by E-board: 11/03/2026

Policy Statement: IAFF Local 1159 Principal Officers and appointed positions will earn a salary based on the following percentages or on a flat monthly salary. Percentage based salaries will be multiplied by Clackamas Fire District Top-Step Fire Fighter (TSFF) EMT. A third-party payroll company will be utilized to ensure salaries are distributed on the 15th day of the month, and all appropriate taxes and deductions are withheld, and State and Federal earnings reports are filed with each employee, annually. Salaries will be averaged over 12 (twelve) monthly cycles and will begin on the 15th day of the first month of service. Any partial months of service will be pro-rated.

1. Principal Officer Salaries

    - Salaries for Principal Officers may be altered by way of an Executive Board majority vote.
    - Salaries for Principal Officers shall be:
        a. President – 50% of Clackamas Fire Top-Step Firefighter/EMT
        b. Secretary/Treasurer - 40% of Clackamas Fire Top-Step Firefighter/EMT
        c. Vice President(s) - 30% of Clackamas Fire Top-Step Firefighter/EMT
    - In the event the Secretary/Treasurer position is separated, the salary for both positions will be reevaluated and voted upon by way of a majority vote of the Executive Board.
    - Salaried positions as appointed by the Executive Board may be established based upon responsibilities as outlined, voted upon, and approved by way of an Executive Board majority vote.
    - Salaries for Principal Officers will not be subject to mid-year salary increases that coincide with a wage increase bargained in the applicable collective bargaining agreement.
    - Salaries for Principal Officers will be adjusted on odd years when member dues are adjusted and voted upon by a majority vote of the Executive Board.

2. Shop Steward Salaries

- The Lead Steward of the Clackamas shop is paid a taxed, monthly salary from a separate Clackamas Shop Steward account. This account is funded through direct payroll deductions from members of the Clackamas Shop. This salary may be adjusted by the Clackamas Lead Steward. As such, the Lead Steward may also request mid-year salary increases to coincide with wage increases consistent with the applicable collective bargaining agreement.
- The Secretary/Treasurer will oversee the Clackamas Shop Steward account to ensure sustainability and accountability.