

Letter of Agreement

By and Between

The City of Tacoma And

Tacoma Firefighters IAFF Local 31

Subject: Tacoma Fire Communications Pay Indexing

The City of Tacoma (“City”) and Tacoma Firefighters IAFF Local 31 (“union”) (collectively, “the parties”) agree to the following terms related to the indexing of salary ranges for employees assigned to Tacoma Fire Communications (TFC).

BACKGROUND:

During negotiations for the 2021-2022 Collective Bargaining Agreement (CBA), the union proposed to index wages for the classification of Fire Communications Center Lieutenant 40hr (CSC 4101) at 7.5% above the Fire Lieutenant 40hr (CSC 4002) range for purposes of internal equity. The City agreed to the union’s proposal, which was incorporated into the signed CBA. Following implementation of the new agreement, the union asked why wages for the classifications of Fire Captain Dispatcher 40hr (CSC 4102) and Fire Communications Center Supervisor 40hr (CSC 4103) were not similarly increased to maintain internal alignment and address compression concerns.

Salary indexing provision for the Fire Captain Dispatcher 40hr (CSC 4102) classification first appeared in the parties’ 2001-2003 CBA. That agreement said:

- C. Effective 1-1-2003 Fire Lieutenant, Fire Battalion Chief Aide, Fire Inspector, and Fire Lieutenant Dispatch will receive an additional 5%.
 - a. Fire Captain, Deputy Fire Marshall, and Fire Captain Dispatcher will maintain a 15% differential with Lieutenant.
 - b. Fire Battalion Chief will maintain a 15% differential with Fire Captain.

This 2003 language was maintained until 2009 negotiations when the parties agreed to provide an additional 2.5% wage increase to the Lieutenant, Captain, and Communications Supervisor positions at Fire Communications. This commitment for additional pay for the “Captain” (aka: Fire Captain Dispatcher) was memorialized in an “Offer Letter” dated November 13, 2008, but was never incorporated into the CBA. That Offer Letter stated:

- 7. **Fire Communications Center:** It is agreed that effective January 1, 2009, the (3) Lieutenant, (1) Captain and (1) Communications Supervisor positions at Fire Communications shall receive a wage increase of two and one half percent (2.5%) added to their base wage.

Nevertheless, effective January 1, 2009, the City began providing these three classifications at Fire Communications with a 2.5% higher rate of pay. This City has continued to provide the Fire Captain Dispatcher 40hr (CSC 4102) with (generally annual) wage increases since 2009. Although not expressly linked in the CBA, from 2009 through 2020, the salary range for the classification Fire Captain Dispatcher 40hr (CSC 4102) has consistently remained approximately 12.2% above the salary range for Fire Communications Center Lieutenant 40hr (CSC 4101).

The indexing language in the CBA continued to include an inaccurate percentage differential since this time. The wages for the Fire Captain Dispatcher 40hr (CSC 4102) have remained linked to the Fire Lieutenant 40hr (CSC 4015) position, and were never expressly indexed to Fire Communications Center Lieutenant 40hr (CSC 4101).

The parties' 2015-2020 CBA stated:

Pay Differentials:

- a. Fire Captain, Deputy Fire Marshall, and Fire Captain Dispatcher will maintain a 15% differential with Lieutenant.
- b. Fire Battalion Chief will maintain a 15% differential with Fire Captain.

During negotiations for the parties' 2021-2022 CBA, the City proposed to edit the indexing provision within Appendix A of the new CBA to remove to inaccurate reference to the "Fire Captain Dispatcher" classification. The 2021-2022 CBA was amended to reflect:

Pay Differentials:

- a. Fire Captain ~~and~~ Deputy Fire Marshall, ~~and Fire Captain Dispatcher~~ will maintain a 15% differential with Lieutenant.
- b. Fire Battalion Chief will maintain a 15% differential with Fire Captain.

The classifications of Fire Captain Dispatcher 40hr (CSC 4102) and Fire Communications Center Supervisor 40hr (CSC 4103) received a 1.75% general wage increase, retroactive to January 1, 2021, but received no other pay adjustments for internal equity.

AGREEMENT:

Now, therefore, the parties agree to the following terms:

- Retroactive to January 1, 2021, Appendix A, Paragraph L of the parties' 2021-2022 CBA will be amended as follows:

L. The following will apply to employees assigned to Tacoma Fire Communications (TFC):

1. Employees in the classification of Firefighter, CSC 4001 assigned and fully trained at TFC will receive an additional 7.5% above the top step of the Firefighter 40 hr, CSC 4001 range.
2. Employees in the classification of Firefighter, CSC 4001 assigned to train at TFC, for a maximum of 6 months will receive an additional 5% above top step of the Firefighter 40 hr, CSC 4001 range. (This excludes personnel receiving more than one specialty pay, i.e. Haz-Mat. and Driver etc. who might transfer to Fire Communications. They would receive a maximum of 5%).
3. Regularly assigned TFC Firefighters, CSC 4001 who are temporarily upgraded (Code 9) to a Fire Communications Center Lieutenant 40hr, CSC 4101, position shall receive an additional 7.5% of their current pay for a total of 15% above their current step of the Firefighter pay range.
4. Wages for the classification of Fire Communications Center Lieutenant 40hr, CSC 4101 will be indexed 7.5% above the Fire Lieutenant 40 hr, CSC 4002 range.
5. Wages for the classification of Fire Captain Dispatcher 40hr, CSC 4102 will be indexed 12.5% above the Fire Communications Center Lieutenant 40hr, CSC 4101 range.
6. Wages for the classification of Fire Communications Center Supervisor 40hr, CSC 4103 will be indexed 7.5% above Fire Captain Dispatcher 40hr, CSC 4102. This classification is unclassified ("appointive"), salaried Class D under Section 1.12.080 of the Tacoma Municipal

