



ORDINANCE NO. 29113

1 AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of
 2 the Municipal Code to implement rates of pay and compensation for
 3 employees represented by the Tacoma Firefighters Union, Local 31, and
 4 the Professional Public Safety Management Association, and declaring
 5 the effective dates thereof.

BE IT ORDAINED BY THE CITY OF TACOMA:

6 Section 1. That Section 1.12.115 of the Tacoma Municipal Code (“TMC”) is
 7 hereby amended, effective as provided by law, to read as follows:

1.12.115 Deferred compensation.

8 ~~B. Effective January 1, 2022, the City will match the deferred compensation contribution of fire~~
 9 ~~personnel represented by Firefighters’ Union, Local 31, up to a maximum of \$211 per pay~~
 10 ~~period.~~

11 ~~Effective January 1, 2024, t~~The City will match the deferred compensation contribution of fire
 12 personnel represented by Tacoma Firefighters Union, Local 31, up to a maximum of \$230 per
 13 pay period. Effective January 1, 2027, the City will match the deferred compensation
 14 contribution of fire personnel represented by Tacoma Firefighters Union, Local 31, up to a
 15 maximum of \$250 per pay period.

16 Section 2. That Section 1.12.355 of the TMC is hereby amended,
 17 retroactive to January 1, 2026, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
4001		Firefighter	35.13	36.89	42.05	44.15	46.36	48.68
4002		Fire Lieutenant	56.14	58.94				
4003		Fire Captain	64.53	67.75				
4004		Fire Chief Battalion	74.24	77.94				
4005		Fire Battalion Chief Aide	56.14	58.94				
4006		Firefighter-Paramedic	53.48	56.15				
4008	A	Fire Medical Services Officer	92.03	96.64				
4011		Fire Boat Pilot	56.14	58.94				
4015		Fire Inspector	64.72	67.96				
4016		Fire Marshal Deputy	74.42	78.14				
4017		Fire Marshal	84.14	88.35				
4022		Harbor Master Deputy	76.16	79.97				



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Code	A	Job Title	1	2	3	4	5	6
4101		Fire Communications Center Lieutenant	69.57	73.05				
4102		Fire Captain Dispatcher	78.27	82.18				
4103	A	Fire Communications Center Supervisor	84.14	88.34				

Code	A	Job Title	1	2	3	4	5	6
4001		Firefighter	<u>36.19</u>	<u>38.00</u>	<u>43.32</u>	<u>45.49</u>	<u>47.76</u>	<u>50.14</u>
4002		Fire Lieutenant	<u>57.79</u>	<u>60.68</u>				
4003		Fire Captain	<u>66.46</u>	<u>69.78</u>				
4004		Fire Chief Battalion	<u>76.43</u>	<u>80.25</u>				
4005		Fire Battalion Chief Aide	<u>57.79</u>	<u>60.68</u>				
4006		Firefighter-Paramedic	<u>55.08</u>	<u>57.83</u>				
4008	A	Fire Medical Services Officer	<u>94.80</u>	<u>99.54</u>				
4011		Fire Boat Pilot	<u>57.79</u>	<u>60.68</u>				
4015		Fire Inspector	<u>66.67</u>	<u>70.00</u>				
4016		Fire Marshal Deputy	<u>76.65</u>	<u>80.48</u>				
4017		Fire Marshal	<u>86.66</u>	<u>90.98</u>				
4022		Harbor Master Deputy	<u>78.45</u>	<u>82.37</u>				
4101		Fire Communications Center Lieutenant	<u>71.65</u>	<u>75.23</u>				
4102		Fire Captain Dispatcher	<u>80.61</u>	<u>84.63</u>				
4103	A	Fire Communications Center Supervisor	<u>86.66</u>	<u>90.98</u>				

Section 3. That Section 1.12.355 of the TMC is hereby amended, retroactive to January 1, 2026, to read as follows:

Code	A	Job Title	1	2	3	4
0764	A	Fire Chief, Assistant	106.81	112.15	117.76	123.65
0765	A	Fire Chief, Deputy	114.82	120.56	126.59	132.92

Code	A	Job Title	1	2	3	4
0764	A	Fire Chief, Assistant	<u>110.02</u>	<u>115.52</u>	<u>121.30</u>	<u>127.36</u>
0765	A	Fire Chief, Deputy	<u>118.27</u>	<u>124.18</u>	<u>130.39</u>	<u>136.91</u>

Section 4. That Section 1.12.640 of the TMC is hereby amended, effective as provided by law, to read as follows:



1 **1.12.640 Application of additional rates.**

2 * * *

3 4001 A Firefighter assigned as an Engineer/Apparatus Operator for an engine or truck company shall receive an additional 5 percent of base pay.

4 4001 A Firefighter (CSC 4001) assigned as a Tiller Operator shall receive an additional 2.5 percent of base pay.

5 Uniformed fire personnel assigned to Mask Repair and related services shall receive an
6 additional 5 percent of base pay.

7 4001 A Firefighter assigned to train at the Fire Communications Center (FCC) for a maximum
8 of six months will receive an additional 5 percent of the top step of the Firefighter (CSC 4001)
9 range. This excludes Firefighter personnel currently receiving specialty pay who may transfer to
10 the Fire Communications Center; they would receive a maximum of 5 percent

11 4001 A Firefighter fully trained and assigned at the Fire Communications Center (FCC) will
12 receive an additional 7.5 percent above the top step of the Firefighter (CSC 4001) range. Upon
13 implementation of a new Fire Communications Center work schedule, employees will receive
14 an annual salary equivalent to 7.5 percent above of the top step of the Firefighter 40-hour,
15 CSC 4001 range.

16 4001 A regularly assigned Fire Communications Center Firefighter (CSC 4001) when
17 temporarily upgraded to a Fire Communications Center Lieutenant (CSC 4101) shall receive an
18 additional 7.5 percent above their current step of the Firefighter pay range for all hours so
19 assigned.

20 4001 Employees assigned by management, per the collective bargaining agreement, to
21 Advanced Life Support (ALS) assignments will receive a 15 percent application of rate above
22 top step Firefighter.

23 4001, 4002, 4003, 4006 Effective March 8, 2004, employees represented by Tacoma
24 Firefighters Union, Local 31, who have obtained and provided the Fire Department with
25 documentation of successful paramedic certification will be eligible for certification pay,
26 according to the provisions in the collective bargaining agreement. Beginning in the 4th
continuous year that a Firefighter/Paramedic is eligible to work as a Tacoma Fire Department
paramedic, the employee will receive an additional 3 percent of base pay. Beginning in the 7th
continuous year that a Firefighter/Paramedic is eligible to work as a Tacoma Fire Department
paramedic, the employee will receive an additional 5 percent of base pay.

4001, 4002, 4003, 4011 Fire personnel assigned to the Hazardous Materials Unit, Unit 44, shall
receive an additional 5 percent of base pay.

4002 A Fire Lieutenant (CSC 4002) assigned as Safety Lieutenant shall receive an additional 5
percent of base pay.

4002 A Fire Lieutenant (CSC 4002) assigned to train at Fire Communications will receive an
additional 5 percent above the top step of the Fire Lieutenant 40-hour (CSC 4002).

4002 A Fire Lieutenant assigned as a fire investigator shall receive an applied rate of
2.5 percent of base pay.



1 4002 See 4001, 4002, 4003, 4011.

2 4003 See 4001, 4002, 4003, 4011.

3 4004 employees in the classification of Fire Battalion Chief (CSC 4004) assigned as an
4 Administrative or Operations Battalion Chief (4004 F or 4004 G) shall receive an additional
5 7.5 percent of base pay, and shall be salaried Class D employees under Section 1.12.080 of the
6 Tacoma Municipal Code, and will not be eligible for overtime compensation or compensatory
7 time off.

8 4006 Effective January 1, 2012, employees in the classification of Firefighter-Paramedic
9 (CSC 4006) working in a Fire Lieutenant/Medic in charge, or Paramedic Program Clinical
10 Coordinator position shall receive an additional 5 percent of base pay.

11 4006, 4007 Providing an eligible list exists with certifiable eligibles thereon, an employee who
12 has 10 years of service as a Paramedic and/or Paramedic Supervisor shall be eligible to
13 voluntarily demote to Firefighter. Employees who qualify shall have their pay frozen at the
14 present rate of pay until such time as it is equal to the top step of Firefighter. In no case shall the
15 employee's pay be greater than the rate received at the time of such demotion, unless the
16 employee promotes to a higher classification.

17 4006 See 4001, 4002, 4003, 4006.

18 4007 See 4006, 4007.

19 4011 See 4001, 4002, 4003, 4011.

20 4016 An employee in the classification of Deputy Fire Marshal assigned as fire investigator
21 shall receive an applied rate of 2.5 percent of base pay

22 4101 Upon implementation of a new Fire Communications Center work schedule, employees in
23 the classification of Fire Communications Center Lieutenant 40-hour (CSC 4101) will receive
24 an annual salary equivalent to 7.5 percent above the Fire Lieutenant 40-hour (CSC 4002).

25 4103 Effective October 20, 2003, employees in the classification of Fire Communications
26 Center Supervisor (CSC 4103) shall be appointive, salaried Class D employees under
Section 1.12.080 of the Tacoma Municipal Code and will not be eligible for overtime
compensation or compensatory time off. Appointment to the classification of Fire
Communications Center Supervisor shall come from the Tacoma Firefighters Union, Local 31
bargaining unit and will require Fire Communications experience.

* * *

L31 Fire Service personnel represented by Tacoma Firefighters Union, Local 31, covered by the
LEOFF II Retirement System, shall receive an additional 1 percent of base pay in lieu of long-
term disability insurance.

L31 In recognition of the fact that future technology creates needs which did not previously
exist for internal training and mentoring, highly experienced employees shall be assigned
additional duties and shall receive a 2 percent application of rate. Highly experienced
employees shall be defined as those with 25 years of service as a commissioned Tacoma
firefighter in the classifications of Firefighter, Fire Lieutenant, Fire Captain, Fire Chief
Battalion, Fire Battalion Chief Aide, Firefighter-Paramedic, Fire Boat Pilot, Fire Inspector, [Fire
Marshal](#), Fire Marshal Deputy, Fire Communications Center Lieutenant, Fire Captain



1 Dispatcher, Fire Medical Services Officer, and Fire Communications Center Supervisor. These
2 duties shall be assigned and this applied rate shall commence at the first of the calendar year in
3 which an employee will complete the 25 years of service.

3 L31 An employee represented by Tacoma Firefighters Union, Local 31, assigned by
4 management per the collective bargaining agreement to work the day shift in Training, Safety,
5 Fire Prevention, and Administration, as outlined in the collective bargaining agreement, shall
6 receive a 5 percent shift differential.

6 L31 An employee represented by Tacoma Firefighters Union, Local 31, assigned to the
7 Technical Rescue Team shall be eligible for an applied rate of 5 percent above their base rate of
8 pay.

8 L31 An employee represented by the collective bargaining agreement with Tacoma Firefighters
9 Union, Local 31, and assigned to Basic Life Support (BLS) Transport Units, shall be eligible for
10 an applied rate of 5 percent of their base rate of pay.

9 L31 An employee represented by Tacoma Firefighters Union, Local 31, certified as a Paramedic
10 and assigned to an Advanced Life Support (ALS) Transport Unit, shall be eligible for an applied
11 rate of 2.5 percent of their base rate of pay.

11 L31 An employee represented by Tacoma Firefighters Union, Local 31, and assigned to an
12 engine company the cross staffs the Fireboat shall receive an applied rate of 5 percent of base
13 pay.

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14 Section 5. That Sections 1 and 4 are effective as provided by law, and
15 that Sections 2 and 3 are effective retroactive to January 1, 2026.

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Section 6. That the City Clerk, in consultation with the City Attorney, is authorized to make necessary corrections to this ordinance, including, but not limited to, the correction of scrivener's/clerical errors, references, ordinance numbering, section/subsection numbers, and any references thereto.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney