



ORDINANCE NO. 28323

1 AN ORDINANCE relating to the Compensation Plan; amending Chapter 1.12 of
 2 the Municipal Code, relating to the Compensation Plan, to implement rates
 3 of pay and compensation and reflect changes in the organizational structure
 4 for employees represented by Tacoma Fire Fighters Union, Local 31, and
 5 Tacoma Police Management Association, Local 26, I.U.P.A.

BE IT ORDAINED BY THE CITY OF TACOMA:

6 Section 1. That Section 1.12.355 of the Tacoma Municipal Code is hereby
 7 amended effective retroactive to January 1, 2015, to read as follows:

Code	A	Title	1	2	3	4	5	6
4001		Firefighter	23.47	24.58	27.99	29.36	30.83	32.34
4002		Fire Lieutenant	37.29	39.14				
4003		Fire Captain	42.87	45.01				
4004		Fire Chief Battalion	49.28	51.79				
4005		Fire Battalion Chief Aide	37.29	39.14				
4006		Firefighter-Paramedic	35.49	37.30				
4007		Firefighter Paramedic Supervisor	40.84	42.86				
4008	A	Fire Medical Services Officer	61.12	64.18				
4011		Fire Boat Pilot	37.29	39.14				
4015		Fire Inspector	42.98	45.16				
4016		Fire Marshal Deputy	49.45	51.94				
4022		Harbor Master Deputy	50.67	53.13				
4101		Fire Communications Center Lieutenant	45.18	47.44				
4102		Fire Captain Dispatcher	50.69	53.22				
4103	A	Fire Communications Center Supervisor	54.46	57.21				

Code	A	Title	1	2	3	4	5	6
4001		Firefighter	<u>24.48</u>	<u>25.64</u>	<u>29.19</u>	<u>30.62</u>	<u>32.12</u>	<u>33.73</u>
4002		Fire Lieutenant	<u>38.89</u>	<u>40.82</u>				
4003		Fire Captain	<u>44.71</u>	<u>46.95</u>				
4004		Fire Chief Battalion	<u>51.40</u>	<u>54.02</u>				
4005		Fire Battalion Chief Aide	<u>38.89</u>	<u>40.82</u>				
4006		Firefighter-Paramedic	<u>37.02</u>	<u>38.90</u>				
4007		Firefighter Paramedic Supervisor	<u>42.60</u>	<u>44.70</u>				
4008	A	Fire Medical Services Officer	<u>63.75</u>	<u>66.94</u>				
4011		Fire Boat Pilot	<u>38.89</u>	<u>40.82</u>				



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Code	A	Title	1	2	3	4	5	6
4015		Fire Inspector	44.83	47.10				
4016		Fire Marshal Deputy	51.58	54.17				
4022		Harbor Master Deputy	52.85	55.41				
4101		Fire Communications Center Lieutenant	47.12	49.48				
4102		Fire Captain Dispatcher	52.87	55.51				
4103	A	Fire Communications Center Supervisor	56.80	59.67				

Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended effective January 1, 2016, to read as follows:

Code	A	Title	1	2	3	4	5	6
4001		Firefighter	24.48	25.64	29.19	30.62	32.12	33.73
4002		Fire Lieutenant	38.89	40.82				
4003		Fire Captain	44.74	46.95				
4004		Fire Chief Battalion	51.40	54.02				
4005		Fire Battalion Chief Aide	38.89	40.82				
4006		Firefighter-Paramedic	37.02	38.90				
4007		Firefighter Paramedic Supervisor	42.60	44.70				
4008	A	Fire Medical Services Officer	63.75	66.94				
4011		Fire Boat Pilot	38.89	40.82				
4015		Fire Inspector	44.83	47.10				
4016		Fire Marshal Deputy	51.58	54.17				
4022		Harbor Master Deputy	52.85	55.41				
4101		Fire Communications Center Lieutenant	47.12	49.48				
4102		Fire Captain Dispatcher	52.87	55.51				
4103	A	Fire Communications Center Supervisor	56.80	59.67				

Code	A	Title	1	2	3	4	5	6
4001		Firefighter	24.75	25.92	29.51	30.96	32.47	34.10
4002		Fire Lieutenant	39.32	41.27				
4003		Fire Captain	45.20	47.47				
4004		Fire Chief Battalion	51.97	54.61				
4005		Fire Battalion Chief Aide	39.32	41.27				
4006		Firefighter-Paramedic	37.43	39.33				
4007		Firefighter Paramedic Supervisor	43.07	45.19				
4008	A	Fire Medical Services Officer	64.45	67.68				
4011		Fire Boat Pilot	39.32	41.27				



Code	A	Title	1	2	3	4	5	6
4015		Fire Inspector	45.32	47.62				
4016		Fire Marshal Deputy	52.15	54.77				
4022		Harbor Master Deputy	53.43	56.02				
4101		Fire Communications Center Lieutenant	47.64	50.02				
4102		Fire Captain Dispatcher	53.45	56.12				
4103	A	Fire Communications Center Supervisor	57.42	60.33				

Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended effective retroactive to January 1, 2015, to read as follows:

Code	A	Title	1	2
4206		Police Captain	63.84	67.00
4205		Police Lieutenant	55.49	58.26

Code	A	Title	1	2
4206		Police Captain	64.45	67.67
4205		Police Lieutenant	56.04	58.84

Section 4. That Section 1.12.230 of the Tacoma Municipal Code is hereby amended effective as provided by law, to read as follows:

1.12.230 Sick allowance with pay.

* * *

B. Requirements for All Paid Sick Leave.

1. Every employee must report to the designated representative of his or her department head the reason for an absence prior to the beginning of his or her scheduled workday or such earlier time as required by his or her department or division head.
2. An employee must keep his or her department head informed of his or her condition if an absence is of more than four working days in duration.
3. For each absence an employee may be required to submit an explanation of the reason for such absence. A statement by the attending physician attesting to the nature and seriousness of said injury or illness shall be required if requested by the department head.
4. Employee must permit home visits or medical examinations at the expense and convenience of the City.
5. a. Upon approval by the department head, a maximum of four days' sick leave may be granted for the death of spouse, father, mother, foster parent, brother, sister, child, or foster child of the employee.
b. For the purpose of attending the funeral, upon approval by the department head, a maximum of one day's sick leave may be granted for the death of grandparent, grandchild, son-in-law, daughter-in-law, brother-in-law, or sister-in-law of the employee or the death of a father, mother, foster parent, brother, brother-in-law, sister, sister-in-law, child, foster child, grandparent, or grandchild of the spouse of the employee.



1 i. An employee in a classification represented by the Tacoma Firefighters Union, Local 31, will be allowed to
2 take up to two full shifts (or 4 eight-hour days) of City paid leave in order to attend a funeral of a family
3 member, as defined in subsection [a or b](#) above.

4 6. An employee shall be paid for sick leave at the rate he or she was receiving the day before the sick leave
5 was taken.

6 7. Employees shall accrue sick leave according to the provisions of this section; provided, however, that any
7 employee who leaves the City service during the first six months of employment shall not be compensated
8 for any accrued sick leave.

9 C. Enforcement of Sick Leave Provisions.

10 1. Misrepresentation of any material facts in connection with paid sick leave by any employee shall constitute
11 grounds for suspension or discharge.

12 2. It shall be the responsibility of the department head or his or her designated representative to:

13 a. Review all applications for sick leave and approve those which are bona fide and comply with the
14 provisions of this section. Employees still absent at the end of a pay period may be certified for payment of
15 sick leave by the department head by his or her signing the payroll timecards, subject to department head's
16 approval for sick leave pay immediately upon the employee's return to work.

17 b. Investigate any suspected abuse of sick leave.

18 c. Withhold approval of sick leave pay in the event of unauthorized use.

19 d. Initiate disciplinary action if, as a result of investigation, it is determined that an employee has been guilty
20 of willful misrepresentation in a request for sick leave pay.

21 D. Incentive Payments for Nonuse of Sick Leave Accruals.

22 1. An employee separated from the City service due to death or retirement for disability or length of service
23 with attendant pension payments under any City employee pension system who does not qualify for a VEBA
24 deposit under TMC Section 1.12.229 shall be compensated at a rate for the classification in which he or she
25 was working on the date of separation to the extent of 25 percent of his or her sick leave accruals.

26 [a. An employee separated from the City service due to retirement, and represented by the Tacoma Fire Fighters
Union, Local 31, shall receive a contribution into the Washington State Council of Fire Fighters \(WSCFF\)
Employee Benefit Trust in the amount of the sick leave payment as defined in TMC Section 1.12.230.D.1 in
lieu of a cash payment, when properly authorized annually by Local 31.](#)

27 2. A regular, project, temporary pending exam, or appointive employee separated in good standing from the
28 City service for any other reason than death or retirement due to disability or length of service with attendant
29 pension payments under any City employee pension system pursuant to Section 1.12.229 who has a
30 minimum of 10 days accrual shall be compensated at a rate for the classification in which he or she was
31 working on the date of separation to the extent of 10 percent of his or her sick leave accruals up to a
32 maximum accrual of 120 days. An employee separated from the City service due to layoff may, upon
33 reemployment from the eligible list or departmental reemployment list upon which placed as provided in
34 Section 1.24.900, have his or her sick leave accrual restored upon repayment to the City of the 10 percent
35 payment as herein provided. If appointed from other employment lists within the two-year period of
36 eligibility, such repayment may also apply.

37 E. Authorization – Police and Fire Disability Payments. Certification for payment for absences due to injury
38 or illness covered by the State of Washington Police or Fire Pension Acts shall not be made by the Human
39 Resources Director until authorization is received from the appropriate Pension Board.

40 * * *



Section 5. That Section 1.12.640 of the Tacoma Municipal Code is hereby

1 amended effective as provided by law, to read as follows:

2 **1.12.640 Application of additional rates.**

3 * * *

4 4001 A Firefighter (CSC 4001) assigned as a Tiller Operator shall receive an additional ~~4.5~~ percent of base
5 pay, ~~effective January 1, 2013. Effective January 1, 2014, the application of rate for Tiller Operator shall~~
~~increase to 2.5 percent of base pay.~~

6 * * *

7 4001 ~~Effective March 8, 2004, e~~Employees assigned by management, per the collective bargaining
8 agreement, to Advanced Life Support (ALS) assignments will receive a 15 percent application of rate above
top step Firefighter.

9 * * *

10 L31 ~~Effective January 1, 2010, a~~An employee represented by Tacoma Firefighters Union, Local 31, assigned
11 to the Technical Rescue Team shall be eligible for an applied rate of ~~2.5~~ percent above his or her base rate of
pay. ~~Effective January 1, 2011, the applied rate of 2.5 percent will increase to 5 percent for the members of~~
~~the Technical Reseue Team.~~

12 L31 An active employee represented by Tacoma Firefighters Union, Local 31, will receive a flat rate,
13 one-time lump sum payment of unused VEBA funds, in the first full pay period following City Council
approval of the 2015-2018 collective bargaining agreement, per the terms of the Letter of Agreement revised
July 2015.

14 Section 6. That Sections 1 and 3 of this ordinance shall become effective
15 retroactive to January 1, 2015. That Section 2 of this ordinance shall become
16 effective January 1, 2016. That Sections 4 and 5 shall become effective as
17 provided by law.

18 Passed _____

19 _____
20
21 Mayor

22 Attest:

23 _____
24 City Clerk

25 Approved as to form:

26 _____
Deputy City Attorney