



ORDINANCE NO. 28873

1 AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of the
 2 Tacoma Municipal Code to implement rates of pay and compensation for
 3 employees represented by the Tacoma Firefighters Union, Local 31, the
 4 Professional Public Safety Management Association, and the District Lodge
 5 No. 160 on behalf of Local Lodge No. 282 of the International Association of
 6 Machinists and Aerospace Workers, Supervisors' Unit, and declaring the
 7 effective dates thereof.

8 BE IT ORDAINED BY THE CITY OF TACOMA:

9 Section 1. That Section 1.12.115 of the Tacoma Municipal Code ("TMC") is
 10 hereby amended, effective January 1, 2024, to read as follows:

11 **1.12.115 Deferred compensation.**

12 * * *

13 B. Effective January 1, ~~2022~~2024, the City will match the deferred compensation contribution
 14 of fire personnel represented by Tacoma Firefighters' Union, Local 31, up to a maximum of
 15 ~~\$211~~\$230 per pay period.

16 * * *

17 Section 2. That Section 1.12.229 of the TMC is hereby amended, effective
 18 as provided by law, to read as follows:

19 **1.12.229 VEBA Accounts.**

20 A. The City shall deposit into a VEBA (Voluntary Employee Beneficiary Association) Account
 21 a sum equivalent to 25 percent of the sick leave accruals for a nonrepresented employee; or, if
 22 provided for in a collective bargaining agreement, 25 percent of the sick leave accruals, and up
 23 to the amount provided in the specific collective bargaining agreement of Personal Time Off or
 24 vacation leave accruals for any employee who meets the following criteria:

- 25 1. The employee must qualify under subsection B of this section; and
- 26 2. The employee must be separated from the City service due to (i) retirement for disability or
 length of service with attendant pension payments under any City employee pension system; or
 (ii) death.

The sum deposited into the VEBA Account shall be calculated at the employee's regular classification rate of pay effective at the time of retirement or death.

B. An employee shall qualify for a deposit into a VEBA Account pursuant to subsection A of this section if the following three criteria are met:

- 1. a. The employee is not a member of one of the City's collective bargaining units at the time of retirement or death, or



b. If the employee is a member of a duly selected collective bargaining unit at the time of his or her retirement or death, the employee shall qualify for a deposit into a VEBA Account only if, at the time of the employee's retirement or death, a valid collective bargaining agreement confers upon the employee the right to a VEBA account; and

2. The employee shall qualify for a deposit into a VEBA Account only if the VEBA Account deposit is a reasonable and equitable substitute for the cashout payment under Section 1.12.230D.1 which was in effect immediately prior to the effective date of the ordinance codified in this section; and

3. The total sum due to the employee is \$100.00 or greater.

Section 3. That Section 1.12.230 of the TMC is hereby amended, effective as provided by law, to read as follows:

1.12.230 Sick allowance with pay.

A. Eligibility for Sick Leave.

The following provisions, unless otherwise specified, apply to all regular, probationary, project, temporary, temporary pending exam, or appointive full-time employees except those employees of the Tacoma Municipal Belt Line Railway set forth in Section 1.12.231 and members of the Police and Fire Departments covered by RCW 41.26 (LEOFF I Pension System) set forth in Section 1.12.232.

1. Accrual. Regular, probationary, project, temporary, temporary pending exam, or appointive full-time employees shall accrue sick leave at the rate of 3.69 hours for each 80 hours in which he or she is in paid status. Eligible employees who are on leave of absence for active duty training or for inductive purposes shall accrue sick leave.

a. Sick leave earned shall be credited to an employee's accruals after the completion of each biweekly pay period and may not be used in the pay period earned.

b. For purposes of this section, eligible permanent employees of the Municipal Belt Line Railway assigned to the Extra Board will be considered as full-time employees.

[c. The Human Resources Director may authorize an adjustment to sick leave banks as provided for in a collective bargaining agreement.](#)

Section 4. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to January 1, 2023, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
4001		Firefighter	29.97	31.38	35.74	37.51	39.33	41.30
4002		Fire Lieutenant	47.63	49.98				
4003		Fire Captain	54.72	57.49				
4004		Fire Chief Battalion	62.93	66.14				
4005		Fire Battalion Chief Aide	47.63	49.98				
4006		Firefighter-Paramedic	45.32	47.64				
4007		Firefighter Paramedic Supervisor	52.15	54.71				



1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26

4008	A	Fire Medical Services Officer	<u>78.04</u>	<u>81.99</u>				
4011		Fire Boat Pilot	<u>47.63</u>	<u>49.98</u>				
4015		Fire Inspector	<u>54.89</u>	<u>57.66</u>				
4016		Fire Marshal Deputy	<u>63.15</u>	<u>66.33</u>				
4022		Harbor Master Deputy	<u>64.70</u>	<u>67.85</u>				
4101		Fire Communications Center Lieutenant	<u>59.05</u>	<u>61.97</u>				
4102		Fire Captain Dispatcher	<u>66.43</u>	<u>69.72</u>				
4103	A	Fire Communications Center Supervisor	<u>71.44</u>	<u>74.95</u>				

Code	A	Job Title	1	2	3	4	5	6
4001		Firefighter	<u>32.64</u>	<u>34.27</u>	<u>39.07</u>	<u>41.02</u>	<u>43.07</u>	<u>45.22</u>
4002		Fire Lieutenant	<u>52.12</u>	<u>54.73</u>				
4003		Fire Captain	<u>59.95</u>	<u>62.95</u>				
4004		Fire Chief Battalion	<u>68.98</u>	<u>72.43</u>				
4005		Fire Battalion Chief Aide	<u>52.12</u>	<u>54.73</u>				
4006		Firefighter-Paramedic	<u>49.69</u>	<u>52.17</u>				
4007		Firefighter Paramedic Supervisor						
4008	A	Fire Medical Services Officer	<u>85.50</u>	<u>89.78</u>				
4011		Fire Boat Pilot	<u>52.12</u>	<u>54.73</u>				
4015		Fire Inspector	<u>60.13</u>	<u>63.14</u>				
4016		Fire Marshal Deputy	<u>69.16</u>	<u>72.62</u>				
4022		Harbor Master Deputy	<u>70.76</u>	<u>74.30</u>				
4101		Fire Communications Center Lieutenant	<u>64.63</u>	<u>67.86</u>				
4102		Fire Captain Dispatcher	<u>72.71</u>	<u>76.35</u>				
4103	A	Fire Communications Center Supervisor	<u>78.16</u>	<u>82.07</u>				

Section 5. That Section 1.12.355 of the TMC is hereby amended, effective retroactive to January 1, 2023, to read as follows:

Code	A	Job Title	1	2	3	4
0764	A	Fire Chief, Assistant	<u>90.67</u>	<u>95.20</u>	<u>99.96</u>	<u>104.96</u>
0765	A	Fire Chief, Deputy	<u>94.47</u>	<u>102.34</u>	<u>107.46</u>	<u>112.83</u>

Code	A	Job Title	1	2	3	4
0764	A	Fire Chief, Assistant	<u>99.24</u>	<u>104.20</u>	<u>109.41</u>	<u>114.88</u>
0765	A	Fire Chief, Deputy	<u>106.69</u>	<u>112.02</u>	<u>117.62</u>	<u>123.50</u>

Section 6. That Section 1.12.640 of the TMC is hereby amended, effective retroactive to January 1, 2023, to read as follows:



1.12.640 Application of additional rates.

* * *

1 4001 A Firefighter assigned as an Engineer/Apparatus Operator for an engine or truck company
2 shall receive an additional 5 percent of base pay.

3 4001 A Firefighter (CSC 4001) assigned as a Tiller Operator shall receive an additional
4 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.

13 4001 A regularly assigned Fire Communications Center Firefighter (CSC 4001) when
14 temporarily upgraded to a Fire Communications Center Lieutenant (CSC 4101) shall receive an
15 additional 7.5 percent above their current step of the Firefighter pay range for all hours so
16 assigned.

17 4001 Employees assigned by management, per the collective bargaining agreement, to
18 Advanced Life Support (ALS) assignments will receive a 15 percent application of rate above
19 top step Firefighter.

20 4001, 4002, 4003, 4006 Effective March 8, 2004, employees represented by Tacoma
21 Firefighters Union, Local 31, who have obtained and provided the Fire Department with
22 documentation of successful paramedic certification will be eligible for certification pay,
23 according to the provisions in the collective bargaining agreement. Beginning in the 4th
24 continuous year that a Firefighter/Paramedic is eligible to work as a Tacoma Fire Department
25 paramedic, the employee will receive an additional 3 percent of base pay. Beginning in the 7th
26 continuous year that a Firefighter/Paramedic is eligible to work as a Tacoma Fire Department
27 paramedic, the employee will receive an additional 5 percent of base pay.

28 4001, 4002, 4003, 4011 Fire personnel assigned to the Hazardous Materials Unit, Unit 44, shall
29 receive an additional 5 percent of base pay.

30 [4002 A Fire Lieutenant \(CSC 4002\) assigned as Safety Lieutenant shall receive an additional 5
31 percent of base pay.](#)

32 4002 See 4001, 4002, 4003, 4011.

33 4003 See 4001, 4002, 4003, 4011.

34 4004 employees in the classification of Fire Battalion Chief (CSC 4004) assigned as an
35 Administrative or Operations Battalion Chief (4004 F or 4004 G) shall receive an additional
36 7.5 percent of base pay, and shall be salaried Class D employees under Section 1.12.080 of the
37 Tacoma Municipal Code, and will not be eligible for overtime compensation or compensatory
38 time off.



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

2 4006, 4007 Providing an eligible list exists with certifiable eligibles thereon, an employee who
3 has 10 years of service as a Paramedic and/or Paramedic Supervisor shall be eligible to
4 voluntarily demote to Firefighter. Employees who qualify shall have their pay frozen at the
5 present rate of pay until such time as it is equal to the top step of Firefighter. In no case shall the
6 employee's pay be greater than the rate received at the time of such demotion, unless the
7 employee promotes to a higher classification.

8 4006 See 4001, 4002, 4003, 4006.

9 4007 See 4006, 4007.

10 4011 See 4001, 4002, 4003, 4011.

11 4103 Effective October 20, 2003, employees in the classification of Fire Communications
12 Center Supervisor (CSC 4103) shall be appointive, salaried Class D employees under
13 Section 1.12.080 of the Tacoma Municipal Code and will not be eligible for overtime
14 compensation or compensatory time off. Appointment to the classification of Fire
15 Communications Center Supervisor shall come from the Tacoma Firefighters Union, Local 31
16 bargaining unit and will require Fire Communications experience.

17 * * *

18 ~~L31 Fire. An employee represented by the Tacoma Firefighters Union, Local 31, who has
19 voluntarily elected to retire during the 2nd half of 2021 per the terms of a Letter of Agreement,
20 will be eligible to receive a one time, lump sum payment of \$700 per month, up to \$3500 for
21 each month beyond June 2021 that the retirement is delayed, through November 30, 2021.~~

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

25 L31 In recognition of the fact that future technology creates needs which did not previously
26 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, ~~Firefighter Paramedic Supervisor~~,
Fire Boat Pilot, Fire Inspector, Fire Marshal Deputy, Fire Communications Center Lieutenant,
Fire Captain Dispatcher, Fire Medical Services Officer, and Fire Communications Center
Supervisor. These duties shall be assigned and this applied rate shall commence at the first of
the calendar year in which an employee will complete the 25 years of service.

L31 ~~Effective the first pay period in March 2004,~~ An employees represented by Tacoma
Firefighters Union, Local 31, assigned by management per the collective bargaining agreement
to work the day shift in Training, Safety, Fire Prevention, and Administration, as outlined in the
collective bargaining agreement, shall receive a 5 percent shift differential.

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



1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26

L31 ~~Effective May 24, 2021, a~~An employee represented by the collective bargaining agreement with Tacoma Firefighters Union, Local 31, and assigned to Basic Life Support (BLS) Transport Units, shall be eligible for an applied rate of 5 percent of their base rate of pay.

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

Section 7. That Section 1 is effective January 1, 2024, that Sections 2 and 3 are effective as provided by law, and that Sections 4, 5, and 6 are effective retroactive to January 1, 2023.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney