



ORDINANCE NO. 28760

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; and
4 declaring the effective dates thereof.

5 BE IT ORDAINED BY THE CITY OF TACOMA:

6 Section 1. That Section 1.12.115 of the Tacoma Municipal Code is hereby
7 amended, effective January 1, 2022, to read as follows:

8 **1.12.115 Deferred compensation.**

9 * * *

10 B. Effective January 1, 2022, ~~the~~ City will match the deferred compensation contribution of fire
11 personnel represented by Firefighters' Union, Local 31, up to a maximum of ~~\$192,211~~ per pay
12 period.

13 * * *

14 Section 2. That Section 1.12.230 of the Tacoma Municipal Code is hereby
15 amended, effective retroactive to January 1, 2021, to read as follows:

16 **1.12.230 Sick allowance with pay.**

17 * * *

18 D. Payments for Nonuse of Sick Leave Accruals.

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

24 a. An employee separated from the City service due to retirement, and represented by the Tacoma
25 Fire Fighters Union, Local 31, shall receive a contribution into ~~the Washington State Council of~~
26 ~~Fire Fighters (WSCFF) Employee Benefit Trust~~ a qualified Health Reimbursement Arrangement 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.

b. An employee separated from service due to death or retirement for disability or length of service, and represented by the Tacoma Fire Fighters Union, Local 31, will be compensated for nonuse of sick leave accruals per the terms of the collective bargaining agreement.

* * *



Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby

amended, effective retroactive to January 1, 2021, to read as follows:

Code	A	Job Title	1	2	3	4	5	6
4001		Firefighter	28.60	29.95	34.10	35.79	37.52	39.41
4002		Fire Lieutenant	45.44	47.69				
4003		Fire Captain	52.22	54.86				
4004		Fire Chief Battalion	60.05	63.11				
4005		Fire Battalion Chief Aide	45.44	47.69				
4006		Firefighter-Paramedic	43.24	45.45				
4007		Firefighter Paramedic Supervisor	49.76	52.21				
4008	A	Fire Medical Services Officer	74.47	78.23				
4011		Fire Boat Pilot	45.44	47.69				
4015		Fire Inspector	52.37	55.02				
4016		Fire Marshal Deputy	60.26	63.29				
4022		Harbor Master Deputy	61.74	64.74				
4101		Fire Communications Center Lieutenant	55.05	57.80				
4102		Fire Captain Dispatcher	61.77	64.83				
4103	A	Fire Communications Center Supervisor	66.36	69.72				

Code	A	Job Title	1	2	3	4	5	6
4001		Firefighter	29.10	30.47	34.70	36.42	38.18	40.10
4002		Fire Lieutenant	46.24	48.52				
4003		Fire Captain	53.13	55.82				
4004		Fire Chief Battalion	61.10	64.21				
4005		Fire Battalion Chief Aide	46.24	48.52				
4006		Firefighter-Paramedic	44.00	46.25				
4007		Firefighter Paramedic Supervisor	50.63	53.12				
4008	A	Fire Medical Services Officer	75.77	79.60				
4011		Fire Boat Pilot	46.24	48.52				
4015		Fire Inspector	53.29	55.98				
4016		Fire Marshal Deputy	61.31	64.40				
4022		Harbor Master Deputy	62.82	65.87				
4101		Fire Communications Center Lieutenant	57.33	60.16				
4102		Fire Captain Dispatcher	62.85	65.96				
4103	A	Fire Communications Center Supervisor	67.52	70.94				



Section 4. That Section 1.12.640 of the Tacoma Municipal Code is hereby

1 amended, effective retroactive to January 1, 2021, to read as follows:

2 * * *

3 ~~4001 Employees in the classifications of Firefighter (CSC 4001), Fire Lieutenant (CSC 4002), Fire~~
4 ~~Captain (CSC 4003), and Fire Boat Pilot (CSC 4011) assigned to “cross staff” Station 18 (work the~~
5 ~~boat and an engine) shall receive an additional 5 percent of base pay.~~

5 * * *

6 4001 A Firefighter assigned to train at the Fire Communications Center (FCC) for a maximum of
7 six months will receive an additional 5 percent of the top step of the Firefighter (CSC 4001) range.
8 This excludes Firefighter personnel currently receiving specialty pay who may transfer to the Fire
9 Communications Center; ~~he or she~~they would receive a maximum of 5 percent.

8 * * *

9 4001 A regularly assigned Fire Communications Center Firefighter (CSC 4001) when temporarily
10 upgraded to a Fire Communications Center Lieutenant (CSC 4101) shall receive an additional
11 7.5 percent above ~~his or her~~ their current step of the Firefighter pay range for all hours so assigned.

11 * * *

12 ~~4102 Effective October 20, 2003, employees in the classification of Fire Captain Dispatcher,~~
13 ~~(CSC 4102) when assigned and performing some of the duties and responsibilities of a Fire~~
14 ~~Communications Center Supervisor (CSC 4103), as outlined in the collective bargaining agreement,~~
15 ~~shall receive an additional 2.5 percent application of rate.~~

14 * * *

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

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

18 * * *

19
20
21
22
23
24
25
26



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

Section 5. That Section 1 is effective January 1, 2022. That Sections 2, 3, and 4 are effective retroactive to January 1, 2021.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney