



To: Elizabeth Pauli, City Manager
From: Katie Johnston, Budget Officer
Date: August 5, 2021
Subject: Fiscal Impact of Tentative Letter of Agreement (LOA)- Local 31 Communications Center Pay Indexing

Overview

The City of Tacoma and Tacoma Firefighters IAFF Local 31 agree to the following terms related to the indexing of salary ranges for employees assigned to Tacoma Fire Communications (TFC) to maintain internal alignment and address compression concerns raised during negotiations for the 2021-2022 Collective Bargaining Agreement.

Fiscal Impact

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

Wages for the classification of Fire Captain Dispatcher 40hr, CSC 4102 will be indexed 12.5% above the Fire Communications Center Lieutenant 40 hour, CSC 4101 range.

The resulting salary ranges shall be effective and retroactive to January 1, 2021:

Code	A	Job Title	1	2
41010		Fire Communications Center Lieutenant 40hr	57.33	60.16
41020		Fire Captain Dispatcher 40hr	64.50	67.68
41030	A	Fire Communications Center Supervisor 40hr	69.33	72.76

Fund/Department	2021 FTE	2021 Proposed Incremental Expense	2022 Proposed Incremental Expense
General Fund	5	\$18,500	\$19,100
Total	5	\$18,500	\$19,100

The incremental increases are partially budgeted in the Adopted 2021-2022 Budget. The department will be responsible for adhering to their overall level of appropriation.

Cc: Dylan Carlson, Lead Labor Negotiator
 Karen Short, Senior Human Resources Analyst
 Jen Watts, Labor Relations Analyst
 Hayley Falk, Lead Budget Analyst