



TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Human Resources Director
Karen Short, Human Resources Senior Analyst
COPY: City Council and City Clerk
SUBJECT: Resolution authorizing execution of a collective bargaining agreement with the Tacoma Fire Fighters Union, Local 31 – October 6, 2015
DATE: September 21, 2015

SUMMARY:

A resolution authorizing the execution of a collective bargaining agreement with the Tacoma Fire Fighters Union, Local 31.

STRATEGIC POLICY PRIORITY:

The Resolution aligns with the City Council’s Strategic Policy priority to encourage and promote an efficient and effective government, by providing for wages and other changes in working conditions as negotiated in good faith for employees represented by the Tacoma Fire Fighters Union, Local 31.

BACKGROUND:

This resolution will authorize the execution of a four year, 2015 – 2018 collective bargaining agreement negotiated between the City of Tacoma and the Tacoma Fire Fighters Union, Local 31, on behalf of the employees represented by said Union. The agreement covers approximately 351 budgeted, full-time equivalent positions located within the General Government.

The agreement provides for a market based wage increase effective January 1, 2015, of 4.3 percent. In 2016 and 2017, wages will increase by an amount equal to 100 percent of the increase in the Consumer Price Index for Urban Wage and Clerical Workers, (CPI-W), June to June index, with a minimum increase of one percent (1%) and a maximum increase of two percent (2%). This formula provides for a wage increase effective January 1, 2016, of 1.1 percent. In 2018, a market review will be completed, using the comparable jurisdictions provided in the agreement, and any increase determined as a result of the review will be effective January 1, 2018.

Other changes negotiated and provided for in the four year agreement with Local 31 include:

1. Providing language to allow for the payment of sick leave contributions that are paid out to employees upon retirement to be paid to Washington State Council of Firefighters Employee Benefit Trust for the purposes of retiree health insurance premiums or health service expenses.
2. Agreement to meet and discuss the Fire Chief’s identification of a Fitness Coordinator from the existing Local 31 membership.
3. Modifications to the Letter of Agreement regarding Voluntary Employee Beneficiary Association (VEBA), which continue the one percent (1%) reduction in wages toward the program, adding language regarding cost-sharing between the Union and the City for the program, and the addition of an escalator provision to the City’s monetary contribution to the VEBA for eligible participants, effective each year of the agreement, 2015 – 2018.
4. Agreement between the City and the Union that the current annual cost of the VEBA program is less than the current 1 percent contribution from the Union. The unused funds will be equally



paid out to active Local 31 members, in a flat, one-time payment , in the first full pay period following the adoption of the new successor bargaining agreement

ISSUE:

Authorize the execution of the collective bargaining agreement as bargained with the Tacoma Fire Fighters Union, Local 31.

RECOMMENDATION:

It is recommended that the City Council take the necessary action to approve the execution of this agreement.

FISCAL IMPACT:

Fiscal impact information is provided by the Office of Management and Budget.