



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Analyst
Bill Fosbre, City Attorney
Kari L Louie, Senior Compensation & Benefits Manager
COPY: City Council and City Clerk
SUBJECT: Resolution - Authorize execution of a Letter of Agreement with the Tacoma Fire Fighters Union, Local 31 – June 12, 2018
DATE: June 7, 2018

SUMMARY:

A resolution authorizing the execution of a Letter of Agreement as negotiated with the Tacoma Fire Fighters Union, Local 31.

STRATEGIC POLICY PRIORITY:

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for rates of pay and compensation for employees represented by the Tacoma Fire Fighters Union, Local 31.

BACKGROUND:

The resolution authorizes the execution of a Letter of Agreement negotiated with the Tacoma Fire Fighters Union, Local 31. There are currently 361 full-time, budgeted positions within the bargaining unit. The agreement extends the current collective bargaining agreement for two years, through December 31, 2020.

The letter of agreement provides for the following wage increases: Retroactive to June 1, 2018, wages will increase by 4.0 percent; effective January 1, 2019 wages will increase by a minimum of 2.72 percent plus any adjustment needed based on a market review to maintain a second place ranking among comparable jurisdictions as provided for in the agreement; and January 1, 2020, wages increase by 4.0 percent.

In addition, the letter of agreement provides language to allow employees time off to attend, as long as their absence does not reduce staffing levels established for their shift:

1. meetings with the Joint Labor Committee with at least 24 hours’ notice to the Chief
2. meetings, trainings, or conferences that benefit the City of Tacoma and Local 31 membership with at least 72 hours’ notice to the Chief
3. up to a maximum of two employees who are elected or appointed to the state firefighter union executive board, for the performance of duties of that office absent emergency situations

ISSUE:

Authorization is required to execute the Collective Bargaining Agreement as negotiated with the bargaining unit on behalf of the employees represented by the Tacoma Fire Fighters Union, Local 31.

RECOMMENDATION:

It is recommended that the City Council take the necessary action to approve the legislation.

FISCAL IMPACT:

Fiscal impact information is provided by the Budget Office.