



RESOLUTION NO. 41953

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 three-year Collective Bargaining Agreement between the City and the
3 Tacoma Firefighters Union, Local 31, effective retroactive to
4 January 1, 2026, through December 31, 2028.

4 WHEREAS the City has, for years, adopted the policy of collective
5 bargaining between the various labor organizations representing employees and
6 the administration, and

7 WHEREAS this resolution allows for the execution of a three-year Collective
8 Bargaining Agreement (“CBA”) between the City and the Tacoma Firefighters
9 Union, Local 31 (“Union”), on behalf of the employees represented by said Union,
10 and

11 WHEREAS the bargaining unit consists of approximately 444 budgeted,
12 full-time equivalent (“FTE”) positions, and

13 WHEREAS, effective retroactive to January 1, 2026, the CBA provides for a
14 wage increase of three percent, and

15 WHEREAS, effective January 1, 2027, and January 1, 2028, the CBA wage
16 increase will be based on an amount equal to 100 percent of the increase in the
17 Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W),
18 Seattle-Tacoma-Bellevue Area, all items, June index, with a minimum increase of
19 two percent and a maximum increase of four percent, and

20 WHEREAS other changes include: (1) retroactive to January 1, 2026, Fire
21 Lieutenants and Deputy Fire Marshals assigned as Fire Investigators will receive an
22 application of rate of 2.5 percent of base pay; (2) effective January 1, 2027, the
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agreement provides for an increase to the pre-tax employer match to deferred compensation from \$230 to \$250 per pay period; and effective July 1, 2027, the pre-tax match will be based upon any combination of employee pre-tax and/or Roth (after-tax) contributions; (3) reimbursement up to \$600 per calendar year for advanced cancer screening procedures not covered by the City's standard medical plan, with eligibility being limited to employees aged forty (40) or older who have ten (10) or more years of uniformed service with the Tacoma Fire Department ("Department"); (4) Fire Communications staff not assigned to day shift will move to a 42-hour work week (2184 hours per year; 91 days per year), and implementation of the new schedule will be effective upon a mutually agreed upon date; (5) the Department will discontinue providing clothing allowance to Fire Prevention staff who are also provided a uniform; and, (6) various housekeeping changes, and the incorporation of previously signed Letters of Understanding into the agreement, and

WHEREAS it appears in the best interests of the City that the CBA negotiated by said Union and the City be approved; Now, Therefore,



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BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

That the proper officers of the City are hereby authorized to execute the three-year Collective Bargaining Agreement between the City and the Tacoma Firefighters Union, Local 31, effective retroactive to January 1, 2026, through December 31, 2028, said document to be substantially in the form of the agreement on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney