



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Senior Labor Relations Manager
Karen Short, Senior Human Resources Analyst, Human Resources
Gary Buchanan, Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize the execution of a Letter of Agreement with the Tacoma Firefighters Union, Local 31 – December 1, 2020
DATE: November 12, 2020

SUMMARY AND PURPOSE:

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

BACKGROUND:

The resolution will authorize the execution of a Letter of Agreement negotiated with the Tacoma Firefighters Union, Local 31. The intent is to provide a retention incentive for employees who would otherwise retire in the first half of 2021, and choose to voluntarily delay retirement until the second half of 2021 to assist with Basic Life Support (BLS) services staffing.

For the calendar year 2021 only, and in recognition of the unique and temporary staffing challenges presented by the City’s decision to perform BLS transports, the Parties have reached agreement regarding the parameters of a retention incentive program for employees retiring in calendar year 2021. For each calendar month worked beyond June 30, 2021, approved employees will receive \$700 per month, payable as a one-time, lump sum payment upon separation. The payment will be processed through the City’s payroll system, and is subject to taxes and deductions as required by state and federal law. Under no circumstance shall this payment exceed \$3,500 per Participant.

They also recognize the health and morale benefits to employees by reducing the number of shifts that must be filled via overtime staffing, and benefits to succession planning and staff scheduling for Tacoma Fire by employees providing extended notice of their chosen retirement date.

For employees who would otherwise qualify for payments under the terms of the 2015 Voluntary Employee Benefit Association (VEBA) LOA, such payments in 2021 will begin the month following the employee’s date of separation.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

This Letter of Agreement has been discussed with members of the Tacoma Firefighters Union, Local 31, and affected public safety bargaining units.

2025 STRATEGIC PRIORITIES:

Equity and Accessibility:

Identify which Tacoma 2025 strategic goals your legislation most relates to, and then identify the [Equity Index Score](#) for those goals in the geography your proposal will affect. Select the indicator(s) this legislation is most related to, then briefly explain how this legislation will impact the selected indicator(s) and/or improve the Equity Index Score. *Use the dropdowns below and refer to guide for more information.*



Economy/Workforce: *Equity Index Score:* Moderate Opportunity
Increase positive public perception related to the Tacoma economy.

Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City funds.

ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve execution of the Letters of Agreement	N/A	Increased overtime costs

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to authorize execution of the Letter of Agreement with the Tacoma Firefighters Union, Local 31.

FISCAL IMPACT:

Fiscal impact information is provided by the Office of Management and Budget. Department Directors will be responsible for adhering to their overall level of appropriation.

Fund Number & Name	COST OBJECT (CC/WBS/ORDER)	Cost Element	Total Amount
0010 - General Fund	253000	5110400	\$70,000
TOTAL			\$70,000

What Funding is being used to support the expense?

Are the expenditures and revenues planned and budgeted in this biennium's current budget?

NO, PLEASE EXPLAIN BELOW

Are there financial costs or other impacts of not implementing the legislation?

YES

Will the legislation have an ongoing/recurring fiscal impact?

No

Will the legislation change the City's FTE/personnel counts?

No

ATTACHMENTS:

Letter of Agreement