



## RESOLUTION NO. 40438

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a  
2 Letter of Agreement with the Tacoma Fire Fighters Union, Local 31, to  
3 amend Article 13, Section 13.9, regarding unused sick leave accruals upon  
retirement.

4 WHEREAS the City has negotiated a Letter of Agreement (“LOA”) with the  
5 Tacoma Fire Fighters Union, Local 31 (“Union”) to amend Section 13.9 of the  
6 2015-2020 Collective Bargaining Agreement (“CBA”), and

7  
8 WHEREAS there are currently 369 full-time, budgeted positions within the  
9 bargaining unit, and

10 WHEREAS the LOA provides that the Union will notify the City annually  
11 whether contributions of unused sick leave for retiring employees should be made  
12 to a qualified Health Reimbursement Arrangement (“HRA”), or as a sick leave cash  
13 out under Tacoma Municipal Code 1.12.230 D.1., and

14  
15 WHEREAS, if the annual election is made for a contribution to an HRA,  
16 employees, upon individual request, will have the option to contribute the value of  
17 eligible sick leave accruals to the WSCFF Employee Benefit Trust, or into an  
18 individual Voluntary Employee Benefit Association (“VEBA”) plan, and

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20 WHEREAS the City will direct the contributions to the WSCFF Employee  
21 Benefit Trust by default if no individual request is made; 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 Letter of Agreement negotiated between the City and the Tacoma Fire Fighters Union, Local 31, said document to be substantially in the form of the document on file in the office of the City Clerk.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

\_\_\_\_\_  
City Clerk

Approved as to form:

\_\_\_\_\_  
Deputy City Attorney