

**Letter of Agreement
By and Between
CITY OF TACOMA
And
TACOMA FIRE FIGHTERS UNION
IAFF LOCAL 31**

2021 BLS Services Staffing Retention Incentive

Effective Date: _____

The City of Tacoma (City) and the Tacoma Fire Fighters Union IAFF Local 31 (Union) (collectively, the Parties) enter into this Letter of Agreement (LOA). The Parties agree to the following terms, effective upon signature by the Parties.

WHEREAS, the Tacoma Fire Department's (TFD) decision to perform Basic Life Support (BLS) transport services within its service territory will increase the need to retain experienced employees in 2021, and

WHEREAS, the Parties recognize the health and morale benefits to employees by reducing the number of shifts that must be filled via overtime staffing, and

WHEREAS, the Parties recognize the cost savings to TFD by reducing the number of shifts that must be filled via overtime staffing, and

WHEREAS, the Parties recognize the benefit to succession planning and staff scheduling provided to TFD by employees providing extended notice of their chosen retirement date, and

WHEREAS, the Parties seek to incentivize experienced Fire Fighters who would otherwise retire in the first half of 2021 to voluntarily delay retirement until the second half of 2021,

NOW THEREFORE, the Parties agree that for 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:

1. To be eligible for this incentive, employees must qualify for retirement under the terms of the LEOFF pension system and the "Voluntary Employee Beneficiary Association" Letter of Agreement, revised in July of 2015, and incorporated into to the Parties' 2015-2020 Collective Bargaining Agreement (2015 VEBA LOA).
2. The deadline to apply for this retention incentive program is no later than 5:00pm, December 14th, 2020, unless otherwise agreed to by the Parties. Employees must specify their intended retirement date on their application.
3. The deadline to retire for approved employees is November 30, 2021.
4. The retention incentive program will be open for up to twenty (20) employees. If more than twenty employees apply for the program, selection will be accomplished on the basis of LEOFF 2 seniority only, excluding individual or personal factors. Any changes to the maximum number of employees who may apply for this program will require mutual agreement between the parties.

