



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Gary Buchanan, Director, Human Resources  
Karen Short, Senior Human Resources Analyst, Human Resources  
Dylan Carlson, Senior Labor Relations Manager  
**COPY:** City Council and City Clerk  
**SUBJECT:** Pay and Compensation Ordinance – May 18, 2021  
**DATE:** May 11, 2021

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**SUMMARY AND PURPOSE:**

An ordinance amending the Tacoma Municipal Code (TMC) Compensation Plan, Chapter 1.12, regarding rates of pay and compensation for employees represented by the Tacoma Firefighters Union, Local 31.

**BACKGROUND:**

The ordinance will provide for the implementation of the provisions of the Collective Bargaining Agreement negotiated with the Tacoma Firefighters Union, Local 31. The agreement is for two years, and covers approximately 422 budgeted, full-time equivalent employees. The agreement is scheduled for consideration by the City Council as a resolution on May 18, 2021. The City Council’s approval of the agreement is contingent upon the Local 31 membership voting to approve/ratify the agreement. The agreement will become effective on the date the union provides formal notification to the City that the agreement has been approved/ratified by the Local 31 membership.

The ordinance provides for a general wage increase retroactive to January 1, 2021 of 1.75 percent, and indexing language that provides for an additional wage adjustment for the classification of Fire Communications Center Lieutenant of 2.5 percent. The ordinance also amends the Tacoma Municipal Code Section 1.12.115 effective January 1, 2022, to provide language for an increase to the amount paid as an employer match to employee deferred compensation contributions, up to \$211 per pay period; and amends Section 1.12.230 to provide language to provide for a change in the method used to calculate the value of unused sick leave accruals paid out to an employee upon separation, per the terms of the collective bargaining agreement. It also provides for an application of rate of 5 percent to employees assigned to Basic Life Support (BLS) Transport Units.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The agreement has been reached with the Tacoma Firefighters Union, Local 31, and has been bargained in good faith.

**2025 STRATEGIC PRIORITIES:**

**Economy/Workforce:** Moderate Opportunity

**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 Collective Bargaining Agreement provisions.	N/A	unknown

**EVALUATION AND FOLLOW UP:**

**STAFF/SPONSOR RECOMMENDATION:**

Authorization from the City Council is required to implement the provisions of the Collective Bargaining Agreement with the Tacoma Firefighters Union, Local 31.

**FISCAL IMPACT:**

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

**What Funding is being used to support the expense?**

Participating departments will be responsible for continuing costs.

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

Yes

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

No

**Will the legislation have an ongoing/recurring fiscal impact?**

YES

**Will the legislation change the City’s FTE/personnel counts?**

No

**ATTACHMENTS:**

Fiscal Impact Memorandum