



RESOLUTION NO. 41148

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 Letter of Agreement and a three-year Collective Bargaining Agreement
3 between the City and the Tacoma Firefighters Union, Local 31, effective
retroactive to January 1, 2023, through December 31, 2025.

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 Tacoma Firefighters Union,
9 Local 31 (“Union”), on behalf of the employees represented by said Union, as well
10 as a Letter of Agreement between the City and the Union, and

11 WHEREAS the bargaining unit consists of approximately 450 budgeted,
12 full-time equivalent positions, and

13 WHEREAS, effective retroactive to January 1, 2023, the CBA provides for a
14 wage increase of 9.5 percent for all classifications, an amount equal to 100 percent
15 of the increase in the Consumer Price Index for Urban Wage Earners and Clerical
16 Workers (CPI-W), Seattle-Tacoma-Bellevue area, all items, measured from
17 June 2021 to June 2022, and

18 WHEREAS, effective January 1, 2024, the CBA provides a minimum wage
19 increase of 1 percent and a maximum increase of 5 percent, based on the CPI-W,
20 measured from June 2022 to June 2023, and

21
22
23
24
25
26



1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26

WHEREAS, effective January 1, 2025, the CBA provides a minimum wage increase of 1 percent and a maximum increase of 3 percent, based on the CPI-W, measured from June 2023 to June 2024, and

WHEREAS other changes include: (1) the deletion of the classification of Firefighter Paramedic Supervisor (CSC 4007) from the bargaining unit; (2) the addition of language related to pay differentials between certain classifications; (3) the addition of clarifying language regarding step progression for the classification of Firefighter (CSC 4001); (4) providing an increase effective January 1, 2024, to the amount of the employer paid match to employee deferred compensation contributions from \$211 per pay period to \$230 per pay period; (5) the agreement reached on comparable public fire department jurisdictions; (6) modification of criteria around deposits of sick leave and personal time off (PTO) to a Health Reimbursements Arrangement (HRA) upon retirement; (7) that employees formerly assigned to Haz-Mat and Tech Rescue teams who voluntarily elect to maintain their certifications may be assigned duties to meet operational needs, and would be eligible to receive the applicable application of rate of 5 percent, with a 4-hour minimum; (8) a Firefighter-Paramedic working up as a Paramedic Program Clinical Coordinator shall receive an additional 5 percent of base pay, and Paramedics assigned to Advanced Life Support (ALS) Transport Units shall receive an applied rate of 2.5 percent of base pay; and (9) the incorporation of the Juneteenth holiday into the agreement; and



1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26

WHEREAS the Letter of Agreement provides for a one-time deposit of 64 hours of additional sick leave into the bank of eligible employees who meet specific qualifications, and

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

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, 2023, through December 31, 2025, and the Letter of Agreement, said documents 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