



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Division Manager, Labor Relations
 Karen Short, Human Resources Consultant, Senior
 Shelby Fritz, Director, Human Resources
 Kari Louie, Assistant Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Letter of Agreement with the Tacoma Firefighters Union, Local 31 – January 30, 2024
DATE: January 12, 2024

SUMMARY AND PURPOSE:

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

BACKGROUND:

The resolution will authorize the execution of a Letter of Agreement (LOA) as negotiated with the Tacoma Firefighters Union, Local 31 regarding 2023 Christmas Holiday Scheduling.

The LOA is intended to reduce the necessity of mandatory overtime assignments on Christmas Day 2023. The agreement allows employees to volunteer for overtime at least 48 hours in advance of the holiday to fill schedule vacancies for Christmas Day. As an incentive to volunteers and to avoid or minimize mandatory overtime of Christmas Day, employees who volunteer will be paid at the double time rate for work performed on Christmas Day.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the Tacoma Firefighters Union, Local 31, and 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 Letter of Agreement	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

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

FISCAL IMPACT:

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



City of Tacoma

City Council Action Memorandum

What Funding is being used to support the expense?

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?

No

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

No

ATTACHMENTS:

Letter of Agreement

Fiscal Impact Memorandum