



To: Elizabeth Pauli, City Manager
From: Katie Johnston, Budget Officer
Date: January 9, 2024
Subject: **Fiscal Impact - Local 31 Tacoma Fire LOA 2023 Christmas Holiday Scheduling**

Overview

The City of Tacoma and the Local 31 Tacoma Fire bargaining unit have reached a tentative agreement for a letter of agreement related to compensation and scheduling of staff for the Christmas holiday in calendar year 2023. This one-time agreement was reached in recognition of the temporary staffing shortages experienced by Tacoma Fire Department in 2023. Unless otherwise agreed in writing, this Letter of Agreement (LOA) is a one-time, non-precedent setting agreement and shall apply only to Christmas 2023. This LOA shall be retroactive and will expire on December 31, 2023, independently from the 2023-2025 Local 31 Collective Bargaining Agreement (CBA).

To reduce the necessity of mandatory overtime on Christmas Day 2023 (observed for shifts starting on December 25, 2023), the parties agree to the following:

1. TFD management will call employees for voluntary overtime at least forty-eight (48) hours in advance of the Christmas holiday to fill schedule vacancies for Christmas Day. Overtime order of call will be consistent with existing callback practices.
2. As incentive to encourage volunteers and to avoid or minimize mandatory overtime on Christmas Day, employees who volunteer during this window will be paid at the double time (2.0) rate for work performed on Christmas Day.
3. Any remaining vacancies filled on Christmas Day will be paid at the double time (2.0) rate for work performed on Christmas Day.
4. TFD management retains the right to determine staffing levels. This commitment does not include offers to fill peak hour cars or special events; and is only intended to meet minimum staffing targets.

This agreement will likely result in a total of \$54,000 in additional costs.

This LOA shall not establish precedent for the parties, nor or any other employees in the Fire Department or City of Tacoma which are represented by any other union or for unrepresented employees. The department will be responsible for adhering to their overall level of appropriation.

CC:

Dylan Carlson, Lead Labor Negotiator
Karen Short, Senior Human Resource Analyst
Jen Watts, Labor Relations Analyst
Mark Johnson, Labor Negotiator
Reid Bennion, Financial Manager
Brian Schwall, Management and Budget Analyst