



**To:** Elizabeth Pauli, City Manager  
**From:** Katie Johnston, Budget Officer  
**Date:** May 10, 2021  
**Subject:** Fiscal Impact of Tentative Agreement- Local 31 Tacoma Firefighters 2021-2022

**Overview**

The following provides an estimated fiscal impact of a tentative agreement between the City of Tacoma and the Tacoma Firefighters Local 31 from 2021-2022.

**Fiscal Impact**

- Retroactive to January 1, 2021, wages shall be increased by one and three-quarters percent (1.75%).
- Effective January 1, 2022: 100% of CPI-W; Min 1.0%; Max 3.0%.

Additionally, the following changes will apply:

- Effective May 24, 2021 employees assigned to Basic Life Support (BLS) Transport Units shall receive an applied rate of five percent (5.0%) of base pay.
- Effective January 1, 2021 wages for the classification of Fire Communications Center Lieutenant 40hr will be indexed 7.5% above the Fire Lieutenant 40 hr.

| Fund/Department                | 2021 FTE   | 2021 Proposed Incremental Expense | 2022 Proposed Incremental Expense |
|--------------------------------|------------|-----------------------------------|-----------------------------------|
| General Fund                   | 299        | \$645,000                         | \$1,692,000                       |
| Other General Government Funds | 123        | 416,000                           | 1,031,000                         |
| <b>Total</b>                   | <b>422</b> | <b>\$1,061,000</b>                | <b>\$2,723,000</b>                |

**Deferred Compensation**

Deferred Compensation will remain a match, increasing from up to \$192/pay period to up to \$211/pay period match on 1/1/2022.

*Annual incremental cost of \$270,000*

**Sick Leave Cashout Upon Separation from Service**

An employee separated from service due to death or retirement for disability or length of service is compensated to the following extent of their sick leave accruals:

- Accumulated sick leave between 0 and 400 hours shall be cashed out at 25%.
- Accumulated sick leave hours between 401 and 800 shall be cashed out at 33%
- Accumulated sick leave hours above 801 shall be cashed out at 50%.



*Annual incremental cost of \$75,000 (based on historical data). Costs will vary by year based on size of retirement class and sick leave balance.*

The incremental increases are partially budgeted in the Adopted 2021-2022 Budget. The department will be responsible for adhering to their overall level of appropriation.

Cc: Dylan Carlson, Lead Labor Negotiator  
Karen Short, Senior Human Resources Analyst  
Jen Watts, Labor Relations Analyst  
Hayley Falk, Lead Budget Analyst