



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Senior Labor Relations Manager
Karen Short, Senior Human Resources Analyst, Human Resources
Gary Buchanan, Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the Tacoma Firefighters Union, Local 31 – May 18, 2021
DATE: May 11, 2021

SUMMARY AND PURPOSE:

A resolution authorizing the adoption of a Collective Bargaining Agreement as negotiated with the International Tacoma Firefighters Union, Local 31, effective January 1, 2021, through December 31, 2022.

BACKGROUND:

The resolution will authorize the execution of a Collective Bargaining Agreement negotiated with the Tacoma Firefighters Union, Local 31, effective January 1, 2021 through December 31, 2022.

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 agreement is for two years, covers approximately 422 budgeted, full-time equivalent employees, and provides for the following: Effective January 1, 2021, employees shall receive a wage increase of 1.75 percent. Effective January 1, 2022, employees shall receive a wage increase based on 100% of the increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), Seattle-Tacoma-Bellevue Area, all items, measured from June of 2021 to June of 2022, with a minimum increase of 1 percent and a maximum increase of 3 percent.

Other changes to the agreement include: Employees assigned to Basic Life Support (BLS) Transport Units, an application of rate of 5 percent; the addition of indexing language for the classification of Fire Communications Center Lieutenant (CSC 4101), that provides for a wage adjustment of approximately 2.5 percent; a change in the method used to calculate the value of unused sick leave accruals paid to an employee upon separation,; and effective January 1, 2022, an increase to the amount paid as an employer match to employee deferred compensation contributions, up to \$211 per pay period; replacement of language in Article 4 – Union Membership and Dues in its entirety to reflect the legal requirements of the Janus v. AFSCME Council 31 court case; and changes to Article 26 regarding Disciplinary Procedures to provide a chronology for discipline issues, and general investigation procedures.

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	N/A	Jeopardizes the Department's implementation of BLS services with negative economic consequences

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to authorize execution of the Collective Bargaining Agreement with the Tacoma Firefighters Union, Local 31.

FISCAL IMPACT:

Fiscal impact information will be provided by the Office of Management and Budget. 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:

Collective Bargaining Agreement