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**To:** Elizabeth Pauli, City Manager  
**From:** Katie Johnston, Budget Officer  
**Date:** August 5, 2021  
**Subject:** **Fiscal Impact of Tentative Letter of Agreement (LOA)- Local 31 Tacoma Firefighters 2021-2022**

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**Overview**

The City of Tacoma and Tacoma Firefighters IAFF Local 31 agree to the following terms related to the compensation of Local 31 members for unused sick leave balances upon separation from City service, to address a difference in the interpretation of changes made to Section 13.2.B during negotiation of the Local 31 Firefighters 2021-2022 Collective Bargaining Agreement.

**Fiscal Impact**

The union contended that employees, having achieved a requisite sick leave threshold, should have all of their hours cashed out at the higher amount. (Example: an employee with 600 hours of sick leave at retirement would receive 33% of 600 hours.)

For the period January 1, 2021 through December 31, 2022 only, the parties agree to implement Section 13.2.B consistent with the union’s interpretation. Employees, having achieved a requisite sick leave threshold, should have all of their hours cashed out at the higher amount. Examples:

- An employee with 300 hours of sick leave at retirement would receive 25% of 300 hours.
- An employee with 600 hours of sick leave at retirement would receive 33% of 600 hours.
- An employee with 900 hours of sick leave at retirement would receive 50% of 900 hours.

*Approximate incremental cost of 85,000.*

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