



RESOLUTION NO. 40786

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 two-year Collective Bargaining Agreement between the City and the
3 International Tacoma Firefighters Union, Local 31, effective retroactive to
4 January 1, 2021, through December 31, 2022.

4 WHEREAS the City has, for years, adopted the policy of collective
5 bargaining between the various labor organizations representing employees and
6 the administration, and

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8 WHEREAS this resolution allows for the execution of a two-year Collective
9 Bargaining Agreement (“CBA”) between the City and the International Tacoma
10 Firefighters Union, Local 31 (“Union”), on behalf of the employees represented by
11 said Union, and

12 WHEREAS the bargaining unit consists of approximately 422 budgeted,
13 full-time equivalent (“FTE”) positions, and

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15 WHEREAS the CBA provides that, effective retroactive to January 1,
16 2021, employees shall receive a wage increase of 1.75 percent; and effective
17 January 1, 2022, employees shall receive a wage increase based on 100 percent
18 of the increase in the Consumer Price Index for Urban Wage Earners and
19 Clerical Workers (CPI-W), Seattle-Tacoma-Bellevue Area, all items, measured
20 from June 2020 to June 2021, with a minimum increase of 1 percent and a
21 maximum increase of 3 percent, and

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23 WHEREAS other changes include: (1) an application of rate of 5 percent
24 for employees assigned to Basic Life Support Transport Units; (2) the addition of
25 indexing language for the classification of Fire Communications Center
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Lieutenant (CSC 4101), which provides for a wage adjustment of approximately 2.5 percent; (3) a change in the method used to calculate the value of unused sick leave accruals paid to an employee upon separation; (4) 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; (5) 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 (6) changes to Article 26, regarding Disciplinary Procedures, to provide a chronology for discipline issues and general investigation procedures, and

WHEREAS City Council approval of the CBA is contingent upon Union membership voting to approve/ratify the CBA, and

WHEREAS the CBA will become effective on the date the Union provides formal notification to the City that the CBA has been approved/ratified by Union membership, and

WHEREAS it appears in the best interests of the City that the CBA negotiated by said Union and the City be approved; Now, Therefore,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

That, following notification of union approval, the proper officers of the City are hereby authorized to execute the two-year Collective Bargaining Agreement between the City and the International Tacoma Firefighters Union, Local 31, effective retroactive to January 1, 2021, through December 31, 2022, said



1 document to be substantially in the form of the agreement on file in the office of
2 the City Clerk.

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4 Adopted _____

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Mayor

7 Attest:

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City Clerk

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11 Approved as to form:

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Deputy City Attorney

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