



City of Tacoma

City Council Action Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Senior Labor Relations Manager
Karen Short, Senior Human Resources Analyst, Human Resources
Shelby Fritz, Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Letter of Agreement with the Tacoma Firefighters Union, Local 31 – August 24, 2021
DATE: August 16, 2021

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Letter of Agreement as negotiated with the Tacoma Firefighters Union, Local 31, effective retroactive to January 1, 2021, on pay indexing for positions within the Fire Communications Center.

BACKGROUND:

The resolution will authorize the execution of a Letter of Agreement negotiated with the Tacoma Firefighters Union, Local 31, effective retroactive to January 1, 2021, and related to pay indexing for certain classifications.

During negotiations for the 2021-2022 Collective Bargaining Agreement (CBA), the union proposed to index wages for the classification of Fire Communications Center Lieutenant 40hr (CSC 4101) at 7.5% above the Fire Lieutenant 40hr (CSC 4002) range for purposes of internal equity. The City agreed to the union's proposal, which was incorporated into the signed CBA.

Following implementation of the provisions of the CBA, the Union asked why wages for the classifications of Fire Captain Dispatcher 40hr (CSC 4102) and Fire Communications Center Supervisor 40hr (CSC 4103) were not similarly increased to maintain internal alignment and address compression concerns.

The Letter of Agreement will provide for a wage adjustment for the classifications of Fire Captain Dispatcher (CSC 4102) and Fire Communications Supervisor (CSC 4103) to maintain internal alignment and address compression concerns raised by the Union.

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 Letter of Agreement	N/A	N/A

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to authorize execution of the Letter of 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:

- Letter of Agreement
- Fiscal Impact Memo