



TO: T.C. Broadnax, City Manager
FROM: Karen Short, Human Resources Senior Analyst
Joy St. Germain, Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution - Authorize execution of a Letter of Agreement with the Tacoma Fire Fighters Union, Local 31 – September 20, 2016
DATE: September 6, 2016

SUMMARY:

A resolution authorizing execution of a Letter of Agreement negotiated between the City of Tacoma and the Tacoma Fire Fighters Union, Local 31.

STRATEGIC POLICY PRIORITY:

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for rates of pay and compensation as negotiated with the Tacoma Fire Fighters Union, Local 31.

BACKGROUND:

The resolution with authorize execution of a Letter of Agreement negotiated between the City of Tacoma and the Tacoma Fire Fighters Union, Local 31.

The agreement will provide for increases to the monthly employee deduction taken toward a Medical Expense Reimbursement Plan (MERP), included in Section 13.9 of the 2015-2018 Collective Bargaining Agreement between the parties. The deduction will increase to \$100 per month effective upon adoption by the City Council; \$125 effective January 1, 2017, and \$150 effective January 1, 2018.

ISSUE:

Authorization is required to execute the Letter of Agreement as negotiated with the bargaining unit on behalf of the employees represented by the Tacoma Fire Fighters Union, Local 31.

RECOMMENDATION:

It is recommended that the City Council take the necessary action to approve the legislation.

FISCAL IMPACT:

The program is funded by a deduction from employee pay. There is no additional fiscal impact to the City of Tacoma.