



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Karen Short, Senior Human Resources Analyst  
Bill Fosbre, City Attorney  
Dylan Carlson, Labor Relations Manager, Senior  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution - Authorize execution of a Letter of Agreement with the Tacoma Fire Fighters Union, Local 31 – October 1, 2019  
**DATE:** September 16, 2019

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**SUMMARY:**

A resolution authorizing the execution of a Letter of Agreement as negotiated with 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 for employees represented by the Tacoma Fire Fighters Union, Local 31.

**BACKGROUND:**

The resolution authorizes the execution of a Letter of Agreement to amend Section 13.9 Health Reimbursement Agreement of the 2015 – 2020 Collective Bargaining Agreement negotiated with the Tacoma Fire Fighters Union, Local 31. There are currently 369 full-time, budgeted positions within the bargaining unit.

The Letter of Agreement provides that the Union will give notice the City on an annual basis, whether the contributions of unused sick leave for retiring employees should be made to a qualified Health Reimbursement Arrangement (HRA) or as a sick leave cash out under TMC 1.12.230 D.1. If the annual election is made for a contribution to an HRA, employees will have the option to contribute the value of eligible sick leave accruals to the WSCFF Employee Benefit Trust, or, upon individual employee request, into an individual Voluntary Employee Benefit Association (VEBA) plan. If no such individual request is made, the City will direct the contributions to the WSCFF Employee Benefit Trust by default.

**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:**

There is no fiscal impact.