



City of Tacoma

City Council Action Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Division Manager, Labor Relations
Karen Short, Human Resources Consultant, Senior
Shelby Fritz, Director, Human Resources
Kari Louie, Assistant Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement and Letter of Agreement with the Tacoma Firefighters Union, Local 31 – March 7, 2023
DATE: February 16, 2023

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Collective Bargaining Agreement and Letter of Agreement as negotiated with the Tacoma Firefighters Union, Local 31, effective January 1, 2023, through December 31, 2025.

BACKGROUND:

The resolution will authorize the execution of a Collective Bargaining Agreement (CBA) and Letter of Agreement (LOA) as negotiated with the Tacoma Firefighters Union, Local 31 effective January 1, 2023, through December 31, 2025. The CBA covers approximately 450 budgeted, full-time equivalent positions, and provides for wage increases in each year of the agreement.

The CBA provides effective retroactive to January 1, 2023, all classifications will increase by 9.5 percent, an amount equal to 100 percent of the increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), Seattle-Tacoma-Bellevue Area, all items, measured from June 2021 to June 2022. Effective January 1, 2024, a wage increase based on the CPI-W, measured from June 2022 to June 2023, with a minimum increase of 1 percent and a maximum increase of 5 percent; and effective January 1, 2025, a wage increase based the CPI-W, measured from June 2023 to June 2024, with a minimum increase of 1 percent and a maximum increase of 3 percent.

The CBA also includes the deletion of the classification of Firefighter Paramedic Supervisor (CSC 4007) from the bargaining unit; adding language related to pay differentials between certain classifications; adding clarifying language regarding step progression for the classification of Firefighter (CSC 4001); providing an increase effective January 1, 2024, to the amount of the employer paid match to employee deferred compensation contributions from up to \$211 per pay period to up to \$230 per pay period; agreement reached on comparable public fire department jurisdictions; modification of criteria around deposits of sick leave and PTO to a Health Reimbursements Arrangement (HRA) upon retirement; the addition of the Juneteenth holiday into the agreement. In addition, changes to the application of rate section to include: employees formerly assigned to Haz-Mat and Tech Rescue teams who voluntarily elect to maintain their certifications, may be assigned duties to meet operational needs, and would be eligible to receive the applicable application of rate of 5 percent, with a 4-hour minimum; a Firefighter-Paramedic working up as a Paramedic Program Clinical Coordinator shall receive an additional 5 percent of base pay; and Paramedics assigned to Advanced Life Support (ALS) Transport Units shall receive an applied rate of 2.5 percent of base pay.

The LOA provides for a one-time deposit of 64 hours of additional sick leave into the leave bank of eligible employees who meet specific qualifications. The employee be employed by the City as of the date of City Council approval of the LOA; and must have been regularly assigned to a 24-hour shifts at some point between March 12, 2020, the start of the City’s COVID-19 emergency declaration, and September 7, 2022, the end of Tacoma Fire Department’s practice of mandatory quarantine for exposed employees.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreements have been reached with the Tacoma Firefighters Union, Local 31, and 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 Collective Bargaining Agreement and/or Letter of Agreement	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to execute the Collective Bargaining Agreement and Letter of Agreement with the Tacoma Firefighters Union, Local 31.

FISCAL IMPACT:

Fiscal impact information is provided by the Budget Office. Department Directors are responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

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:

- Collective Bargaining Agreement
- Letter of Agreement
- Fiscal Impact Memorandum