



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: Pay & Compensation Ordinance – March 7, 2023
DATE: February 16, 2023

SUMMARY AND PURPOSE:

An ordinance amending the Tacoma Municipal Code (TMC) Compensation Plan, Chapter 1.12, to implement rates of pay and compensation for employees represented by the Tacoma Firefighters Union, Local 31, the Professional Public Safety Management Association, and the District Lodge #160, on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, Supervisors’ Unit.

BACKGROUND:

The ordinance will provide for implementation of provisions of a Collective Bargaining Agreement (CBA), and Letter of Agreement (LOA) as negotiated with the Tacoma Firefighters Union, Local 31; indexing provisions included in the CBA with the Professional Public Safety Management Association; and a LOA as negotiated with the District Lodge #160, on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers (IAM & AW), Supervisors’ Unit. The CBA and LOA with the Tacoma Firefighters Union, Local 31, and the LOA with the IAM & AW Supervisor’s Unit have been scheduled for consideration by the City Council as resolutions on March 7, 2023; the CBA with the Professional Public Safety Management Association was adopted by Resolution 40834, on August 24, 2021.

For the Tacoma Firefighters Union, Local 31, the ordinance provides effective retroactive to January 1, 2023, a wage increase of 9.5 percent; deletes the classification of Firefighter Paramedic Supervisor (CSC 4007), and provides for language 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 be eligible for an additional 5 percent of base pay; and a Firefighter-Paramedic assigned to Advanced Life Support (ALS) Transport Units shall receive an applied rate of 2.5 percent of base pay.

For the Professional Public Safety Management Association, the ordinance provides for a wage increase effective retroactive to January 1, 2023, of 9.5 percent for Assistant Fire Chief and Deputy Fire Chief, based on the indexing/parity language in Section 7.2 of the collective bargaining agreement.

The ordinance also amends Section 1.12.115, to provide for an increase , effective January 1, 2024, to the deferred compensation match for Local 31 employees up to \$230 per pay period; modifies language in Section 1.12.229 to provide, that eligible employees will contribute accrued and unused leave (sick leave, PTO, and vacation) to a VEBA account upon retirement or death, based on language in a collective bargaining agreement; and adds language to Section 1.12.230, Sick Leave with pay to provide the Human Resources Director authority to increase sick leave banks based on a collective bargaining agreement.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreements have been reached with the Tacoma Firefighters Union, Local 31, the Professional Public Safety Management Association, and the District Lodge #160, on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, Supervisors’ Unit, 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 implementation of the legislation. | N/A | unknown |

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by ordinance is required to implement provisions of the Collective Bargaining Agreement (CBA) and Letter of Agreement (LOA) with the Tacoma Firefighters Union, Local 31; provisions of the CBA with the Professional Public Safety Management Association; and the LOA with the District Lodge #160, on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, Supervisor’s Unit.

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:

Fiscal Impact Memorandum