



## RESOLUTION NO. 39283

1 A RESOLUTION related to collective bargaining; authorizing the execution of a  
2 collective bargaining agreement between the City and the Tacoma Fire  
3 Fighters Union, Local 31, effective retroactive to January 1, 2015, through  
4 December 31, 2018.

4 WHEREAS the City has, for years, adopted the policy of collective  
5 bargaining between the various labor organizations representing employees and  
6 the administration, and

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8 WHEREAS this resolution allows for the execution of the proposed four  
9 year (2015-2018) Collective Bargaining Agreement (“CBA”) between the City  
10 and Tacoma Fire Fighters Union, Local 31 (“Union”), on behalf of employees  
11 represented by said Union, consisting of approximately 351 budgeted, full-time  
12 equivalent positions located within General Government, and

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14 WHEREAS the proposed CBA provides for a market-based wage  
15 increase of 4.3 percent effective retroactive to January 1, 2015; for years 2016  
16 and 2017, a wage increase by an amount equal to 100 percent of the increase  
17 in the Consumer Price Index for Urban Wage and Clerical Workers (CPI-W),  
18 June to June index, with a minimum increase of 1 percent and a maximum  
19 increase of 2 percent, which formula provides for a 1.1 percent increase  
20 effective January 1, 2016; and in 2018, a market review shall be completed,  
21 using comparable jurisdictions provided in the CBA, and any increase  
22 determined as a result of the review shall be effective January 1, 2018, and

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24 WHEREAS other CBA provisions include (1) language allowing for the  
25 payment of sick leave contributions paid to employees upon retirement to be  
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paid to the Washington State Council of Firefighters Employee Benefit Trust for the purposes of retiree health insurance premiums or health service expenses; (2) an agreement to meet and discuss the Fire Chief's identification of a fitness coordinator from existing Union membership; (3) modifications to the Letter of Agreement regarding the Voluntary Employee Beneficiary Association ("VEBA") Program, as follows: continuing the 1 percent reduction in wages toward the program, adding language regarding cost-sharing between the Union and the City for the program, and adding an escalator provision to the City's monetary contribution to the VEBA program for eligible participants, effective each year of the agreement; and (4) an agreement that the current annual cost of the VEBA program is less than the current 1 percent contribution from the Union, and unused funds will be equally paid out to active Union members in a flat, one-time payment, in the first full pay period following the adoption of the new successor bargaining agreement, and

WHEREAS it appears in the best interest of the City that the proposed CBA negotiated by said Union and the City be approved; Now, Therefore,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

That the proper officers of the City are hereby authorized to execute the Collective Bargaining Agreement between the City and the Tacoma Fire Fighters Union, Local 31, effective retroactive to January 1, 2015, through



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December 31, 2018, said document to be substantially in the form of the proposed agreement on file in the office of the City Clerk.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

\_\_\_\_\_  
City Clerk

Approved as to form:

\_\_\_\_\_  
Deputy City Attorney