Letter of Agreement By and Between CITY OF TACOMA And TACOMA FIRE FIGHTERS UNION IAFF LOCAL 31

2021 BLS Services Staffing Retention Incentive

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The City of Tacoma (City) and the Tacoma Fire Fighters Union IAFF Local 31 (Union) (collectively, the Parties) enter into this Letter of Agreement (LOA). The Parties agree to the following terms, effective upon signature by the Parties.

WHEREAS, the Tacoma Fire Department's (TFD) decision to perform Basic Life Support (BLS) transport services within its service territory will increase the need to retain experienced employees in 2021, and

WHEREAS, the Parties recognize the health and morale benefits to employees by reducing the number of shifts that must be filled via overtime staffing, and

WHEREAS, the Parties recognize the cost savings to TFD by reducing the number of shifts that must be filled via overtime staffing, and

WHEREAS, the Parties recognize the benefit to succession planning and staff scheduling provided to TFD by employees providing extended notice of their chosen retirement date, and

WHEREAS, the Parties seek to incentivize experienced Fire Fighters who would otherwise retire in the first half of 2021 to voluntarily delay retirement until the second half of 2021,

NOW THEREFORE, the Parties agree that for calendar year 2021 only, and in recognition of the unique and temporary staffing challenges presented by the City's decision to perform BLS transports, the Parties have reached agreement regarding the parameters of a retention incentive program for employees retiring in calendar year 2021:

- To be eligible for this incentive, employees must qualify for retirement under the terms of the LEOFF pension system and the "Voluntary Employee Beneficiary Association" Letter of Agreement, revised in July of 2015, and incorporated into to the Parties' 2015-2020 Collective Bargaining Agreement (2015 VEBA LOA).
- 2. The deadline to apply for this retention incentive program is no later than 5:00pm, December 14th, 2020, unless otherwise agreed to by the Parties. Employees must specify their intended retirement date on their application.
- 3. The deadline to retire for approved employees is November 30, 2021.
- 4. The retention incentive program will be open for up to twenty (20) employees. If more than twenty employees apply for the program, selection will be accomplished on the basis of LEOFF 2 seniority only, excluding individual or personal factors. Any changes to the maximum number of employees who may apply for this program will require mutual agreement between the parties.

- 5. Unless otherwise agreed by the Parties, deviation from the date identified by the retiring employee on their application shall cause the employee to forfeit this retention incentive benefit.
- 6. For each calendar month worked beyond June 30th, 2021, approved employees will be eligible to receive seven hundred dollars (\$700) per month, payable as a one-time lump sum upon separation. This payment will be processed through the City's payroll system and is subject to taxes and deductions as required by state and federal law. Under no circumstance shall this payment exceed \$3,500 per Participant.
- 7. For employees who qualify for payments under the terms of the 2015 VEBA LOA, such payments in 2021 will begin the month following the employee's date of separation.

This LOU shall not establish precedent for the parties hereto, nor for any other collective bargaining units or departments of the City.

For Tacoma Fire Fighters IAFF Local 31		For the City of Tacoma:	
Ryan Mudie, President	Date	Elizabeth Pauli, City Manager	Date
		Tory Green, Fire Chief	Date
		Dylan Carlson Senior Labor Relations Manager	Date
		Approved as to form:	
		Cheryl Comer Deputy City Attorney	Date