



TO: Hyun Kim, City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
Linnaea Jablonski, Human Resources Director
Karen Short, Senior Human Resources Consultant
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the Tacoma Firefighters Union, Local 31 – June 30, 2026
DATE: June 12, 2026

SUMMARY AND PURPOSE:

A resolution authorizing execution of a successor Collective Bargaining Agreement as negotiated with the Tacoma Firefighters Union, Local 31, effective January 1, 2026, through December 31, 2028.

BACKGROUND:

The resolution will authorize the execution of a successor Collective Bargaining Agreement (CBA) as negotiated with the Tacoma Firefighters Union, Local 31. The agreement is for three years and covers approximately 444 full time equivalent (FTE) positions.

The agreement provides for wage increases in each year of the agreement. Retroactive to January 1, 2026, an increase of 3 percent will be provided. Effective January 1, 2027, and January 1, 2028, the wage increase will be based on an amount equal to 100% of the increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), Seattle-Tacoma-Bellevue Area, All items, June index, with a minimum increase of two percent (2%) and a maximum increase of four percent (4%).

Other changes to the agreement include:

1. Retroactive to January 1, 2026, Fire Lieutenants and Deputy Fire Marshals assigned as Fire Investigators will receive an application of rate of 2.5 percent of base pay.
2. Effective January 1, 2027, the agreement provides for an increase to the pre-tax employer match to deferred compensation from \$230 to \$250 per pay period; and effective July 1, 2027, the pre-tax match will be based upon any combination of employee pre-tax and/or Roth (after-tax) contributions.
3. Reimbursement up to six hundred dollars (\$600) per calendar year for advanced cancer screening procedures not covered by the City’s standard medical plan. Eligibility is limited to employees aged 40+ with 10+ years with TFD.
4. Fire Communications staff not assigned to day shift will move to a 42-hour work week (2184 hours/year; 91 days/year). Implementation of the new schedule will be effective upon a mutually agreed upon date.
5. The Department will discontinue providing clothing allowance to Fire Prevention staff who are also provided a uniform.
6. Various housekeeping changes, and the incorporation of previously signed Letters of Understanding into the agreement.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The Collective Bargaining Agreement has been reached with Tacoma Firefighters Union, Local 31 and has been 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	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to authorize execution of the Collective Bargaining 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?

Participating departments will be responsible for continuing costs.

Are the expenditures and revenues planned and budgeted in this biennium’s current budget?

No

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
- Fiscal Impact Memorandum