

TO: City Council  
FROM: James Trujillo, Administrative Services Director  
DATE: November 15, 2022  
SUBJECT: City of Tumwater and IAFF Local 2409 Contract

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1) Recommended Action:

Approve City of Tumwater and IAFF Local 2409 Contract through 2024.

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2) Background:

The City has been in negotiation with IAFF Local 2409 in good faith using the Interest Based Bargaining method. Both parties have reached a tentative agreement and the updated contract is enclosed for Council approval. Should the RFA pass in 2023, a new RFA contract may supersede this contract before termination.

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3) Policy Support:

The City is required to bargain with IAFF for wages, benefits and working conditions.

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4) Alternatives:

☐ Reject the contract.

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5) Fiscal Notes:

The contract represents an estimated investment of \$754,467 over the term of the contract. The contract includes a 4% COLA in year one and a variable COLA in year two. The contract changes medical benefits to a high-deductible plan which saves the City approximately \$140K over the life of the contract.

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6) Attachments:

A. City of Tumwater Local 2409 Contract.