

TO: City Council
FROM: Michelle Sutherland, Administrative Services Director
DATE: November 19, 2024
SUBJECT: Bargaining Agreement between the City of Tumwater and the International Association of Firefighters Local No. 2409 encompassing January 1, 2025, through December 31, 2027.

1) Recommended Action:

Authorize the Mayor to sign the 2025-2027 bargaining agreement between the City of Tumwater and International Association of Firefighters Local No. 2409.

2) Background:

The City bargaining team has negotiated a fair and mutually agreed upon contract with the International Association of Firefighters Local No. 2409 encompassing the years 2025-2027. This contract will ensure the City provides a fair and comparable wage and benefit package for the members as they provide critical services to the City. The negotiated contract is in compliance with federal, state and local laws. Competitive and fair compensation packages are essential for retaining experienced staff and attracting new talent. This is critical to maintain and promote a talented and diverse workforce within the City of Tumwater.

3) Policy Support:

Strategic Priorities include: Promote a talented DEIB workforce, ensure a safe and healthy workforce, update employee compensation plan, and create a continuous learning organization.

4) Alternatives:

Do not recommend approval.

5) Fiscal Notes:

The contract is within the City's budgetary constraints, which is essential for fiscal responsibility.

6) Attachments:

A. Bargaining Agreement between the City of Tumwater and the International Association of Firefighters Local No. 2409, encompassing January 1, 2024, through December 31, 2027.