City of Tacoma **City Council Action Memorandum**

TO: **Hyun Kim, City Manager**
FROM: **Linnaea Jablonski, Director, Human Resources**
Kari Louie, Assistant Director, Human Resources
Karen Short, Senior Human Resources Consultant
COPY: **City Council and City Clerk**
SUBJECT: **Pay and Compensation Ordinance – June 30, 2026**
DATE: **June 12, 2026**

SUMMARY AND PURPOSE:

An ordinance amending Chapter 1.12 of the Municipal Code, relating to the Compensation Plan, to implement rates of pay and compensation for employees represented by the Tacoma Firefighters Union, Local 31, and the Professional Public Safety Management Association.

BACKGROUND:
The ordinance provides for the implementation of the provisions of the Collective Bargaining Agreement (CBA) as negotiated with the Tacoma Firefighters Union, Local 31, and the Professional Public Safety Management Association, for the Fire titles only. The agreement with Local 31 covers approximately 444 full time equivalent (FTE) positions and has been scheduled for consideration by the City Council as a resolution on June 30, 2026.

The ordinance provides for a general wage increase retroactive to January 1, 2026, of 3 percent; and Fire Lieutenants and Deputy Fire Marshals assigned as Fire Investigators will receive an application of rate of 2.5 percent of base pay. The ordinance also provides language for an increase effective January 1, 2027, to the pre-tax employer match contribution to deferred compensation from $230 to $250 per pay period; and effective July 1, 2027, the match will be based upon any combination of employee pre-tax and/or Roth (after-tax) contributions.

The ordinance also provides for a general wage increase retroactive to January 1, 2026, of 3 percent for the classifications of Deputy Fire Chief and Assistant Fire Chief, per the terms of the collective bargaining agreement with the Professional Public Safety Management Association.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:
The agreements were reached with the Tacoma Firefighters Union, Local 31, and the Professional Public Safety Management Association, and 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 the legislation	N/A	Unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:
Authorization from the City Council by ordinance is required to implement provisions of the Collective Bargaining Agreements with the Tacoma Firefighters Union, Local 31 and the Professional Public Safety Management Association.

FISCAL IMPACT:
Fiscal impact information is provided by the Office of Management and Budget. In addition, the Local 31 bargaining agreement impacts wages for the Fire Chief Deputies and Fire Chief Assistants due to wage indexing language in the Professional Public Safety Management Association (PPSMA) bargaining agreement. The fiscal impact for PPSMA is below.

The department will be responsible for adhering to their overall level of appropriation.

Fiscal Impact Area	FTE	2026 Incremental Expense	2027 Incremental Expense	2028 Incremental Expense	Total Incremental Expense
General Fund	4	$32,000	$76,000	$122,000	**$230,000**
All Other General Government	2	$18,000	$42,000	$67,000	**$127,000**
Total	**6**	**$50,000**	**$118,000**	**$189,000**	**$357,000**

What Funding is being used to support the expense?

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

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:
Fiscal Impact Memorandum