



Memorandum

TO: Hyun Kim, Interim City Manager

FROM: Kari Louie, Interim Human Resources Director
Dylan Carlson, Labor Relations Division Manager
Karen Short, Senior Human Resources Consultant

SUBJECT: Ordinance Disclosure

DATE: October 14, 2025

On the agenda for City Council action on October 21, 2025, will be an ordinance to amend the Compensation Plan. This memorandum discloses the contents of the ordinance pursuant to Section 1.12.970 of the Tacoma Municipal Code.

Section 1: Amends Section 1.12.180 regarding standby pay to implement provisions of the Collective Bargaining Agreement as negotiated with the Tacoma Joint Labor Committee. The section provides for an increase in the rate paid for standby assignments from \$4.50 to \$5.00 per hour.

Section 2: Amends Section 1.12.230 regarding the use of sick leave with pay to implement provisions of the Collective Bargaining Agreement as negotiated with the Tacoma Joint Labor Committee. The section deletes language related to use of sick leave for bereavement by Tacoma Firefighters Union, Local 31 employees, that will be incorporated into a new section.

Section 3: Amends Section 1.12.250 regarding Leave with pay to implement provisions of the Collective Bargaining Agreement as negotiated with the Tacoma Joint Labor Committee. The section provides language to allow eligible employees to utilize up to 5 days of accrued, paid leave for bereavement upon the death of a family member. The list of qualifying family members is also modernized to align with the City's existing sick leave and FMLA policies.

Section 4: Provides for the effective dates of the sections above.

I would be happy to answer any questions you may have.