



Memorandum

TO: Hyun Kim, City Manager
FROM: Linnaea Jablonski, Human Resources Director
Kari Louie, Assistant Human Resources Director
Karen Short, Senior Human Resources Consultant
SUBJECT: Ordinance Disclosure
DATE: June 24, 2026

On the agenda for City Council action on June 30, 2026, 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 1.12.115 to implement provisions of the collective bargaining agreement as negotiated with the Tacoma Firefighters Union, Local 31. The agreement covers approximately 444 full-time employees and is scheduled for consideration by the City Council as a resolution on June 30, 2026. This section provides for an increase effective January 1, 2027, to the employer matching contribution to employee deferred compensation contributions from \$230 to \$250 per pay period.

Section 2: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement with the Tacoma Firefighters Union, Local 31. The section provides for a general wage increase retroactive to January 1, 2026, of 3 percent.

Section 3: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement with the Professional Public Safety Management Association. The section provides for a general wage increase retroactive to January 1, 2026, of 3 percent for Fire positions only, per the terms of the collective bargaining agreement.

Section 4: Amends Section 1.12.640 to implement provisions of the collective bargaining agreement with the Tacoma Firefighters Union, Local 31. The section provides for an application of rate of 2.5 percent for Fire Lieutenants and Deputy Fire Marshals assigned as fire investigators. The section also includes language regarding rates of pay for positions assigned to a new Fire Communications work schedule.

Section 5: Provides for the effective dates of the above sections.

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