



Memorandum

Date: 1/20/2026

Meeting of: Committee of the Whole - Public Safety and Human Services

File No. CM 26-032

Type: Committee Memo

TO: Committee of the Whole - Public Safety and Human Services

FROM: Mayor Angela Birney

DEPARTMENT DIRECTOR CONTACT(S):

Human Resources	Cathryn Laird	425-556-2125
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DEPARTMENT STAFF:

Human Resources	Adrienne Steinert	Human Resources Analyst
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TITLE:

Correction of Two Classifications (Grade FS30 and Grade FS40) within the 2026 Fire Support "FS" Pay Plan

OVERVIEW STATEMENT:

This memo seeks approval to correct a scrivener's error to the 2026 Fire Support "FS" Pay Plan. The 2026-2028 Fire Support Union Collective Bargaining Agreement (CBA) and the associated 2026 pay plan was approved by Council on December 2, 2025. The pay plan presented to Council at that time included the incorrectly agreed upon pay range for the Fire Mechanic (FS30) and the Fire Apparatus Program Supervisor (FS40). Council approved a lower pay range for both classifications than was agreed to or intended. All other classification pay ranges within the pay plan are correct.

☒ **Additional Background Information/Description of Proposal Attached**

REQUESTED ACTION:

☐ **Receive Information**

☒ **Provide Direction**

☐ **Approve**

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
N/A
- **Required:**
RCW 35A.11.020
- **Council Request:**
N/A
- **Other Key Facts:**
The current CBA was effective January 1, 2026.

OUTCOMES:

Correcting the 2026 Fire Support "FS" Pay Plan for grades FS30 and FS40 will be in alignment with the negotiated and

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agreed upon pay plan for the Fire Support CBA. Seeking Council approval for full transparency to ensure Council is aware of this change to the pay plan, which is a higher amount for these two classifications, than what Council approved in December 2025.

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

- **Timeline (previous or planned):**
N/A
- **Outreach Methods and Results:**
N/A
- **Feedback Summary:**
N/A

BUDGET IMPACT:

Total Cost:

The cost to implement the increase to grades FS30 and FS40 was factored into the budget through the market data analysis, which was included when costing the CBA. The scrivener's error only impacts the published pay plan and does not change the budgeted amount.

Approved in current biennial budget: ☒ **Yes** ☐ **No** ☐ **N/A**

Budget Offer Number:

0000277, 0000278, 0000281, 0000283, 0000291, 0000303

Budget Priority:

Safe & Resilient, Strategic & Responsive, Vibrant & Connected

Other budget impacts or additional costs: ☐ **Yes** ☒ **No** ☐ **N/A**

If yes, explain:

N/A

Funding source(s):

General Fund, Development Fees, King County EMS Levy

Budget/Funding Constraints:

N/A

☐ **Additional budget details attached**

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
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11/3/2025	Special Meeting	Receive Information
12/2/2025	Business Meeting	Approve

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
1/20/2026	Business Meeting	Approve

Time Constraints:

None.

ANTICIPATED RESULT IF NOT APPROVED:

The 2026 "FS" Pay Plan Council approved in December 2025, incorrectly reflects the salary ranges for the Fire Mechanic (FS30) and the Fire Apparatus Program Supervisor (FS40) classifications. This was an unintentional clerical error by the City. The pay plan needs to be corrected to be in alignment with the negotiated and approved CBA between the City and Union. Failure to correct the pay plan as agreed during negotiations and through the approval process will result in a grievance by the affected employees due to a loss of pay and likely a Public Employment Relations Commission (PERC) ruling against the City resulting in legal action taken by the Union.

ATTACHMENTS:

Attachment A: 2026 Fire Support "FS" Pay Plan Redline

Attachment B: 2026 Fire Support "FS" Pay Plan