



TO: FINANCE & GOVERNANCE COMMITTEE

FROM: Mayor McLeod
Marty Wine, City Administrator

DATE: September 17, 2025

SUBJECT: Reappointment of Municipal Court Judge

ISSUE

The term of office for Judge Kimberly Walden will expire at the end of this year and it is my intent to appoint Judge Walden for an additional 4-year term commencing January 1, 2026.

BACKGROUND

Judge Walden was first appointed to the Tukwila Municipal Court in 2003 and has served Tukwila since then.

DISCUSSION

Judge Walden has served admirably as the Tukwila Municipal Court Judge. Under her leadership the Court has implemented several innovative programs and implemented several efficient procedures that reduce costs.

In compliance with TMC 2.68.026, a Memorandum of Understanding is attached for your review maintaining the Judge's position as a .90 FTE with the salary set at .90 of the salary set for District Court Judges in the Salary Schedule adopted by the Washington Citizens' Commission on Salaries for Elected Officials adopted on an annual basis. Holidays and Healthcare/Dental benefits would also be prorated at 90%.

RECOMMENDATION

The Council is being asked to consider this item at the October 6, 2025, Regular meeting.

ATTACHMENTS

MOU



MEMORANDUM OF UNDERSTANDING

TO: Honorable Kimberly Walden, Municipal Court Judge

FROM: Thomas McLeod, Mayor

DATE: October 6, 2025

RE: Term of Appointment as Tukwila Municipal Court Judge

This Memorandum of Understanding will confirm your appointment as the Municipal Court Judge for the City of Tukwila for the period from January 1, 2026, through December 31, 2029, and is pursuant to judicial and legal mandates governing such appointments (RCW 3.50.040 and TMC 2.68). The following wages and benefits are provided to you effective January 1, 2026, during the term of your appointment:

WAGE: Salary set at 90% of the District Court Judges Salary as set in the Salary Schedule adopted by the Washington Citizens' Commission on Salaries for Elected Officials on an annual basis. The current schedule, adopted on DATE is attached hereto as Exhibit A. All taxes, social security and related deductions shall be made from your wages.

BENEFITS: General Leave: You are entitled to accrue a general leave bank to use for sick leave and/or vacation, as you deem appropriate. This general leave shall accrue at the rate of 12 hours per month to a maximum accrual of 96 hours. Any hours over 96 that are not used are defaulted back to the City. Upon the end of your appointment, any leave hours, up to a maximum of 96 hours, will be paid off at the rate of \$70.00 per hour.

Holidays: You shall be entitled to the same holidays as the Non-Represented Employee group, paid at a prorated rate of 90% commensurate with your hours on the bench.

Healthcare/Dental: You have the option to participate in the City of Tukwila Medical/Dental self-insured plan, Kaiser Permanente or waive this benefit. The City will pay 90% of the premium for you and your dependents. Payments by you will be a minimum of 10% and may be higher if the Kaiser plan is selected and premiums are higher than the City's self-insured plan. Your share of the premium will be made by payroll deduction.

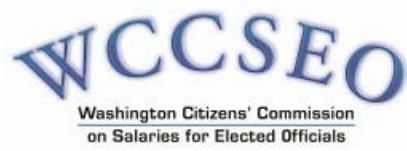
Please sign the attached Personnel Action Form (PAF) and the bottom of this memorandum to indicate agreement.

Agreed to this sixth day of October, 2025.

Thomas McLeod, Mayor

Kimberly Walden, Judge

MOU Exhibit A



2025 and 2026 Final Salary Schedule

Judicial Branch

Position	Current Salary	Salary Effective 7/1/2025	Salary Effective 7/1/2026
Supreme Court Chief Justice	255,495	265,792	273,819
Supreme Court Justices	251,861	262,011	269,924
Court of Appeals Judges	239,755	249,417	256,949
Superior Court Judges	228,261	237,460	244,631
District Court Judges	217,337	226,096	232,924