



**To:** Elizabeth Pauli, City Manager

**From:** Katie Johnston, Budget Officer

**Date:** December 31, 2024

**Subject:** Fiscal Impact – PROTEC17 TPD Non-Commissioned Management Unit 2024-2026 CBA (TA)

**Overview**

The City of Tacoma and the PROTEC17 TPD Non-Commissioned Management bargaining unit have reached a tentative agreement for a successor collective bargaining agreement (CBA) effective January 1, 2024, through December 31, 2026.

**General Wage and Other Salary Adjustments**

Bargaining unit employees who are employed as of the date of ratification by the Union of this Agreement will receive the following:

- 1) Bargaining unit employees will receive a general wage increase of two and three-quarters percent (2.75%) in 2025.
- 2) Bargaining unit employees in the Police Office Manager classification will receive a market adjustment of seven and one-half percent (7.5%) in 2025.
- 3) Bargaining unit employees will receive a general wage increase of three percent (3.00%) in 2026.

**Fiscal Impact of Wage and Other Salary Adjustments**

Fiscal Area	FTE	2025 Incremental Expense	2026 Incremental Expense	Total Expense
General Fund	3.0	\$19,000	\$34,000	\$53,000
<b>Total</b>	<b>3.0</b>	<b>\$19,000</b>	<b>\$34,000</b>	<b>\$53,000</b>

**Funding for 2025-2026**

The incremental increases will be incorporated into the 2025-2026 Adopted Biennial Budget. The department will be responsible for adhering to their overall level of appropriation.

Cc: Dylan Carlson, Labor Relations Manager  
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