



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Andy Cherullo, Finance Director  
**SUBJECT:** Fiscal Impact of Local 6 I.U.P.A. Community Service Officers 2025-2026 CBA (TA)  
**DATE:** June 15, 2025

#### OVERVIEW

The following provides an estimated fiscal impact of an agreement between the City of Tacoma and the Local 6 I.U.P.A. Community Service Officers (CSO) for the terms of the 2025-2026 Collective Bargaining Agreement (CBA).

#### WAGES

**2025:** Effective upon City Council Approval, the base wage rates shall be increased by two and three-quarter percent (2.75%) retroactive to January 1, 2025.

**2026:** Effective January 1, 2026, the base wage rates shall be increased by three percent (3%).

#### Fiscal Impact of Wage Adjustments

Fiscal Area	FTE	2025 Incremental Expense	2026 Incremental Expense	Total Expense
General Fund	5.0	\$11,000	\$23,000	\$34,000
<b>Total</b>	<b>5.0</b>	<b>\$11,000</b>	<b>\$23,000</b>	<b>\$34,000</b>

*The table above represents the incremental expense assuming five FTEs, which is the size of this group under current budget restrictions. However, the original size of this group is 10 FTEs. Returning to that size would double the impact shown in the table.*

#### STEP PLACEMENT

There shall be five (5) steps for the Community Service Officer classification. Salary range increases will be administered per section 1.12.030 of the Tacoma Municipal Code.

Effective retroactively to January 1, 2025, salary step placement for incumbent employees (five employees) will be as provided by Exhibit A of the agreement. The fiscal impact of salary step adjustments to the five employees is shown below.

#### Fiscal Impact of Step Placement Adjustments

Fiscal Area	FTE	2025 Incremental Expense	2026 Incremental Expense	Total Expense
General Fund	5.0	\$40,000	\$53,000	\$93,000
<b>Total</b>	<b>5.0</b>	<b>\$40,000</b>	<b>\$53,000</b>	<b>\$93,000</b>

## LONGEVITY

Employees in the Community Service Officer classification shall receive longevity pay as follows:

- 1% of base pay with aggregate service of 5 through 9 years of service
- 2% of base pay with aggregate service of 10 through 14 years of service
- 3% of base pay with aggregate service of 15 through 19 years of service
- 4% of base pay with aggregate service of 20 or more years of service

Longevity pay will be computed on base rates only.

Eligibility for longevity pay shall be determined by the length of aggregate City service and will be paid to an employee at the first of the calendar year in which any of the above stipulated periods of aggregate service will be completed.

### Fiscal Impact of Longevity Adjustments

Due to this classification being newly formed and each member being new to the City, this longevity change has no anticipated fiscal impact in 2025-2026.

## CALEA PAY

Members of this bargaining unit will receive a lump sum payment in the amount of five hundred dollars (\$500) in the first pay period after Council approval and annually thereafter while the Department is accredited through the Commission on Accreditation for Law Enforcement Agencies (CALEA). The annual lump sum will occur in a pay period in January.

### Fiscal Impact of CALEA Pay Adjustments

Fiscal Area	FTE	2025 Incremental Expense	2026 Incremental Expense	Total Expense
General Fund	5.0	\$2,500	\$2,500	\$5,000
<b>Total</b>	<b>5.0</b>	<b>\$2,500</b>	<b>\$2,500</b>	<b>\$5,000</b>

*The table above represents the incremental expense assuming five FTEs, which is the size of this group under current budget restrictions. However, the original size of this group is 10 FTEs. Returning to that size would double the impact shown in the table.*

## BENEFITS

Section 10.8 – Joint Labor Committee Agreement. Unless otherwise provided for in this Agreement, the City will extend benefits provided for in the Tacoma Joint Labor Agreement CBA to Community Service Officers.

## APPLICATION OF RATE (AOR)

**Language Pay** Eligible employees shall receive an application of rate of two percent (2%) above their base pay according to the terms and conditions of a Bilingual Pay Program established by management for actual hours spent as foreign language interpreters and translators in the course of their work duties.



#### Fiscal Impact of Language Pay Adjustments

The table below represents the maximum possible Language Pay AOR assuming all employees qualify.

Fiscal Area	FTE	2025 Incremental Expense	2026 Incremental Expense	Total Expense
General Fund	5.0	\$8,000	\$8,000	\$16,000
<b>Total</b>	<b>5.0</b>	<b>\$8,000</b>	<b>\$8,000</b>	<b>\$16,000</b>

*The table above represents the incremental expense assuming five FTEs, which is the size of this group under current budget restrictions. However, the original size of this group is 10 FTEs. Returning to that size would double the impact shown in the table.*

**Community Service Officer Training Officer** A Community Service Officer will receive an additional four percent (4%) per hour for actual hours spent training when assigned training duties by a Supervisor.

#### Fiscal Impact of Training

The fiscal impact of this training AOR cannot be determined due to unknown number of hours assigned to training.

**Shift Incentive Pay** Employees scheduled to begin work on or after 1200 (Swing shift) will receive an application of rate pay of three percent (3%) above their regular rate of pay.

#### Fiscal Impact of Shift Incentive Pay

The fiscal impact of this Shift Incentive Pay AOR cannot be determined due to uncertainty of when employees are scheduled to relevant shifts.

#### **FUNDING FOR 2025-2026**

The adjustments are partially budgeted as part of 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  
Karen Short, Senior Human Resources Consultant  
Jen Watts, Labor Relations Analyst  
Brian Schwall, Financial Services Analyst  
Jeff Upton, Financial Services Manager

