



To: Elizabeth Pauli, City Manager

From: Reid Bennion, Budget Officer

Date: April 16, 2025

Subject: Fiscal Impact - PROTEC 17 TPD Non-Commissioned Management Unit LOA Crime Analyst Manager Classification

Overview

The City of Tacoma and the PROTEC 17 – TPD Non-Commissioned Management bargaining unit have reached a tentative agreement for a letter of agreement.

The Parties agree that the newly created classification of *Crime Analyst Manager* (CSC 42180) will be represented by the Union for the purposes of collective bargaining.

The Parties agree to the following regarding the 2025 pay rates for the newly created classification:

2025 Rates of Pay - CRIME ANALYST MANAGER										
Code	Classification	1	2	3	4	5	6	7	8	9
42180	Crime Analyst Manager	\$49.90	\$52.40	\$55.02	\$57.77	\$60.66	\$63.69	\$66.87	\$68.54	\$70.25

The Crime Analyst Manager classification will be overtime category “D,” FSLA exempt, and not eligible for overtime pay or compensatory time. The classification is unclassified (“appointive”) consistent with Section 2.1 of the Parties’ Collective Bargaining Agreement (“CBA”).

TPD management has identified a current employee who will be appointed to the Crime Analyst Manager classification effective upon appointment by the hiring authority following City Council approval of this LOA. Upon appointment, the employee will be placed at Step 7 of the Crime Analyst Manager salary table. Additionally, the employee will receive a one-time lump sum payment of five thousand two hundred dollars (\$5200.00) on their first full pay period after their appointment to the Crime Analyst Manager classification.

The Parties have a current CBA that expires December 31, 2026. The Parties have agreed to the rates of pay for the Crime Analyst Manager in 2025, as described in the table above. On January 1, 2026, the Crime Analyst Manager classification wage rate will be increased by three percent (3%) as follows:

2026 Rates of Pay - CRIME ANALYST MANAGER										
Code	Classification	1	2	3	4	5	6	7	8	9
42180	Crime Analyst Manager	\$51.40	\$53.97	\$56.67	\$59.50	\$62.48	\$65.60	\$68.88	\$70.60	\$72.37

Fiscal Impact of Change in Rate of Pay

Fiscal Area	FTE	2025 Incremental Cost	2026 Incremental Cost	Total Cost
General Fund	1.0	\$18,000	\$27,000	\$45,000



Fiscal Impact of Lump Sum Payment

As stated in the LOA, in addition to the change in rate of pay, the employee will receive a one-time lump sum payment of five thousand two hundred dollars (\$5200.00) on their first full pay period after their appointment to the Crime Analyst Manager classification.

OMB will be able determine the total fiscal impact after this agreement is adopted, and the classification of the position is finalized. In the meantime, the department will be responsible for adhering to their overall level of appropriation.

CC: Dylan Carlson, Labor Relations Manager
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