



**To:** Elizabeth Pauli, City Manager  
**From:** Katie Johnston, Budget Officer  
**Date:** October 4, 2022  
**Subject:** **Financial Impact of Teamsters 117 General- PCFIT Letter of Agreement (LOA)**

**Overview**

The following provides an estimate fiscal impact of the Letter of Agreement between the City of Tacoma and Teamsters Local 117 General, the parties came to a tentative agreement to address the impacts of the Tacoma Police Department’s implementation of PCFIT.

**Financial Impact**

**Certification Pay:**

Upon PCFIT certification during a calendar year, a Crime Scene Technician or Forensic Specialist who becomes PCFIT certified will receive a lump-sum payment of seven-hundred and fifty dollars (\$750.00) for recognition of that certification (the “PCFIT Certification Payment”). At the start of a new calendar year, a PCFIT certified Crime Scene Technician or Forensic Specialist will receive another PCFIT Certification Payment of seven-hundred and fifty dollars (\$750.00) if they have remained continuously certified from the previous calendar year’s PCFIT Certification Payment.

- Only one Crime Scene Technician (Christine Doan) has been continuously PCFIT certified since 2021. Ms. Doan will receive fifteen hundred dollars (\$1,500.00), representing PCFIT Certification Payment for 2021 and 2022, upon execution of this LOA.

*Estimated Fiscal Impact of \$13,500 for 2021-2024*

**Application of Rate:**

PCFIT certified Crime Scene Technicians or Forensic Specialists will receive a five percent (5.0%) application of rate (“AOR”), for all hours assigned to and worked when performing a PCFIT investigation. When certified Crime Scene Technicians or Forensic Specialists are not available, and the external PCFIT Commander has approved a waiver of PCFIT certification, a non-certified Crime Scene Technician or Forensic Specialist may be assigned to a PCFIT investigation and will receive a five percent (5.0%) AOR for the time spent working on the investigation.

Crime Scene Technicians and Forensic Specialists, employed at the execution date of this agreement, will receive a five percent (5.0%) AOR, applied retroactively, to pay for any previous PCFIT investigations worked by them in 2021 and year-to-date in 2022. Such pay will be calculated by TPD Payroll resources.



Fund/Department	FTE	2021 Retroactive Expense	2022 Retroactive Expense	2023 Incremental Expense	2024 Incremental Expense	TOTAL Incremental Expense
General Funds	8.0	\$125	\$350	\$500	\$500	\$1,475
<b>Total</b>	<b>8.0</b>	<b>\$125</b>	<b>\$350</b>	<b>\$500</b>	<b>\$500</b>	<b>\$1,475</b>

**Funding for 2021-2024**

The incremental increases were not budgeted in the Adopted 2021-2022 Budget and will be included in the 2023-2024 biennial budget. Departments will be responsible for adhering to their overall level of appropriation.

CC:

- Dylan Carlson, Labor Relations Manager
- Karen Short, Senior Human Relations Analyst
- Jen Watts, Labor Relations Specialist
- Hayley Falk, Lead Management Analyst
- Mayra Wheelock, Management Analyst