



**To:** Elizabeth Pauli, City Manager  
**From:** Katie Johnston, Budget Officer  
**Date:** April 30, 2024  
**Subject:** Fiscal Impact - PROTEC17 LOA – PCFIT TPD Forensics Services Supervisor

**Overview**

The City of Tacoma and the PROTEC17 bargaining unit have reached a tentative agreement for a letter of agreement (LOA) related to compensation for a Forensics Services Supervisors who becomes Pierce County Force Investigation Team (PCFIT) certified.

The agreement includes the following stipulations:

1. Retroactive to January 1, 2024, upon PCFIT certification during a calendar year, a Forensics Services Supervisor 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 beginning January 1, 2025, a PCFIT certified Forensics Services Supervisor 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.
2. Retroactive to November 1, 2023, a PCFIT certified Forensics Services Supervisor will receive a five percent (5.0%) application of rate (AOR), for all hours assigned to and worked when performing Forensics Services Supervisor duties as part of a PCFIT investigation.
3. As of the effective date of the LOA, when a certified Forensics Services Supervisor is not available, and the external PCFIT Commander has approved a waiver of PCFIT certification, a non-certified Forensics Services Supervisor may be assigned to a PCFIT investigation, and if so assigned, will receive a five percent (5.0%) AOR for all hours performing Forensics Services Supervisor duties as part of a PCFIT investigation.

**Financial Impact**

If the number of full-time employees who qualify for PCFIT certification remains at three individuals in 2024, the financial impact for the PCFIT Certification payment is \$2,250. The continuous certification ongoing cost per year beginning 2025 is \$2,250.

The financial impact for the five percent (5.0%) AOR for PCFIT certified and non-certified Forensics Services Supervisors cannot be estimated due to the unforeseen instances in which personnel will be asked to participate in PCFIT. PCFIT assignments cannot be predicted, therefore, it is difficult to estimate. However, we expect the impact to be minimal since it will apply to a portion of hours on an irregular basis.

**Funding for 2023-2024**

The cost of the proposed PCFIT certification payments and AORs is not budgeted in the Adopted 2023-2024 Budget but will be included in the 2025-2026 Proposed Biennial Budget. The department will be responsible for adhering to its overall level of appropriation.



Cc: Dylan Carlson, Labor Relations Manager  
Karen Short, Senior Human Resources Consultant  
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Reid Bennion, Financial Services Manager  
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**TACOMA PUBLIC UTILITIES**  
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To: Katie Johnston, Budget Officer  
 From: Alex Yoon, Utilities Deputy Director, Management Services *ay*  
 Date: May 3, 2024  
 Subject: Fiscal Impact of the Brotherhood of Locomotive Engineers (BLE) wage increases for 2024

**Background**

Language in the collective bargaining agreement for the Brotherhood of Locomotive Engineers provides that, in the event an agreement is not reached by July 1, 2019, the basic daily rate of pay for locomotive engineers shall be increased by an amount equal to 100% of the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) Seattle area all items, measured from June of 2015 to June of 2016, with a minimum increase of two (2) percent and a maximum increase of four (4) percent.

**Fiscal Impact**

- The CPI-W increase for this period was published as two (2) percent. Since an agreement has not been reached, the ordinance will provide for an increase of two (2) percent effective July 1, 2024 through June 30, 2025. There are nineteen employees covered by this agreement.

| Department/Fund                             | Budgeted FTE | 2024 Incremental Expense | 2025 Incremental Expense |
|---|--------------|--------------------------|--------------------------|
| Tacoma Public Utilities<br>4500 Tacoma Rail | 19.0         | \$21,538                 | \$21,538                 |

**Summary**

The 2024 wage increase is included in the 2023-2024 Adopted Biennial Budget.

Concur:

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Jackie Flowers, Director of Utilities, CEO



