



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Dylan Carlson, Senior Labor Relations Manager  
Karen Short, Senior Human Resources Analyst, Human Resources  
Shelby Fritz, Director, Human Resources  
Kari Louie, Senior Compensation & Benefits Manager  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution – Authorize execution of a Letter of Agreement with the Teamsters Local Union No. 117, General Unit – October 4, 2022  
**DATE:** September 15, 2022

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**SUMMARY AND PURPOSE:**

A resolution authorizing execution of a Letter of Agreement with the Teamsters Local Union No. 117, General Unit, regarding the Pierce County Force Investigation Team (PCFIT) for forensic services employees.

**BACKGROUND:**

The resolution authorizes execution of a Letter of Agreement negotiated with the Teamsters Local Union No. 117, General Unit, regarding the Pierce County Force Investigation Team (PCFIT) forensic services employees within the Tacoma Police Department.

Washington State law (RCW 10.114.011) requires any use of deadly force involving a Police Officer to be investigated by an independent agency. The Pierce County Force Investigation Team (“PCFIT”) was established to conduct these investigations in Pierce County and is comprised of teams of detectives, forensics services, and public information officers from multiple law enforcement agencies.

In the fall of 2020, the TPD and peer departments in Pierce County arranged to mutually take part in PCFIT. At that time, TPD management notified employees that it was seeking interested employees to participate in the certification process created by WAC 139-12-030 to respond to PCFIT investigations. Successful completion of the process will result in PCFIT certification of a Crime Scene Technician or Forensic Specialist. TPD will encourage eligible employees to voluntarily apply for the PCFIT certification. Currently, only one Crime Scene Technician has been continuously PCFIT certified since 2021.

The Agreement will provide a lump-sum payment \$750 in recognition of employees who during a calendar year become PCFIT certified; and, at the start of a new calendar year, if the employee has remained continuously certified from the previous year, will receive another lump-sum certification payment of \$750. The agreement also provides for an application of rate of 5 percent for all hours assigned to and worked when performing a PCFIT investigation.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The agreement has been reached with the Teamsters Local Union No. 117, General Unit, and has been bargained in good faith.

**2025 STRATEGIC PRIORITIES:**

**Economy/Workforce:** Moderate Opportunity

**Explain how your legislation will affect the selected indicator(s).**

This legislation supports the responsible and sustainable management of City funds.



**ALTERNATIVES:**

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve execution of the Letter of Agreement	N/A	unknown

**EVALUATION AND FOLLOW UP:**

**STAFF/SPONSOR RECOMMENDATION:**

Authorization from the City Council by resolution is required to authorize execution of the Letter of Agreement with the Teamsters Local Union No. 117, General Unit.

**FISCAL IMPACT:**

Department Directors will be responsible for adhering to their overall levels of appropriation.

**What Funding is being used to support the expense?**

Participating departments will be responsible for continuing costs.

**Are the expenditures and revenues planned and budgeted in this biennium's current budget?**

Yes

**Are there financial costs or other impacts of not implementing the legislation?**

No

**Will the legislation have an ongoing/recurring fiscal impact?**

YES

**Will the legislation change the City's FTE/personnel counts?**

No

**ATTACHMENTS:**

Letter of Agreement