



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Karen Short, Senior Human Resources Analyst, Human Resources  
Bill Fosbre, City Attorney  
Dylan Carlson, Senior Labor Relations Manager  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution – Authorize execution of a Letter of Understanding with the Tacoma Police Union, Local 6, I.U.P.A. – August 13, 2019  
**DATE:** July 29, 2019

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**SUMMARY:**

A resolution authorizing the execution of a Letter of Understanding as negotiated with the Tacoma Police Union, Local 6, I.U.P.A. regarding the deductions of Paid Family Medical Leave premiums.

**STRATEGIC POLICY PRIORITY:**

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for compensation as negotiated in the Letter of Understanding for employees represented by the Tacoma Police Union, Local 6, I.U.P.A.

**BACKGROUND:**

The resolution will authorize the execution of a Letter of Understanding (LOU) that has been negotiated as the settlement of an Unfair Labor Practice (ULP) 131303-U complaint filed with the Public Employment Relations Commission (PERC) by the Tacoma Police Union, Local 6, I.U.P.A.

The complaint alleges that the City violated the Public Employees’ Collective Bargaining Act by unilaterally deducting Washington State Paid Family and Medical Leave (PFML) insurance premiums from the wages of Local 6 employees effective January 1, 2019, and changing the status quo for these employees by deducting premiums from Local 6 members without complying with its bargaining obligations.

As part of the LOU, the parties agree that the City will provide a one-time, lump sum payment of \$500 to bargaining unit members employed on July 1, 2019. Any dispute as to the meaning or interpretation of the language contained in the LOU will be resolved through the grievance-arbitration procedure in the Collective Bargaining Agreement between the parties. The LOU is the final resolution of a disputed matter, and execution of the agreement does not constitute an admission of liability by either party.

**RECOMMENDATION:**

It is recommended that the City Council take the necessary action to approve the legislation.

**FISCAL IMPACT:**

Fiscal impact information is provided by the Budget Office.