



**TO:** Elizabeth Pauli, City Manager

**FROM:** Karen Short, Human Resources Senior Analyst  
Gary Buchanan, Human Resources Director  
Dylan Carlson, Senior Labor Relations Manager  
Bill Fosbre, City Attorney

**COPY:** City Council and City Clerk

**SUBJECT:** Resolution – Authorize execution of a Letter of Agreement with the Tacoma Police Management Association, Local 26 – April 21, 2020

**DATE:** April 2, 2020

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**SUMMARY:**

A resolution authorizing the execution of a Letter of Agreement with the Tacoma Police Management Association, Local 26.

**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 rates of pay and compensation for employees represented by the Tacoma Police Management Association, Local 26.

**BACKGROUND:**

The resolution will authorize execution of a Letter of Agreement reached with the Tacoma Police Management Association, Local 26. The agreement currently covers 18 full-time, budgeted positions.

The Letter of Agreement reached includes proposed changes to the FMLA policy, including movement from a calendar year, to a rolling 12-month period for eligibility; and agreement that the Union will withdraw any outstanding demand to bargain over the City’s proposed FMLA policy changes.

It also provides for a one-time, lump sum payment of \$500 to each unit member represented by Local 26, as of February 20, 2020, to address salary compression issues identified by Local 26 during the term of the collective bargaining agreement.

**ISSUE:**

Authorization is required to execute the Letter of Agreement as negotiated on behalf of employees represented by the Tacoma Police Management Association, Local 26.

**RECOMMENDATION:**

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

**FISCAL IMPACT:**

Fiscal impact has been provided by the Budget Office.