

**Letter of Agreement  
Between  
City of Tacoma And  
Tacoma Joint Labor Committee**

**Subject: Rebound Healthcare Assistance Program  
Effective Date: \_\_\_\_\_**

This Letter of Agreement (“LOA”) is between the City of Tacoma (“City”), the Tacoma Joint Labor Committee (“Joint Labor”), (collectively, the “Parties”). The intent is to establish parameters for the implementation of the “Rebound” pilot program (formerly known as “Tactical Athlete”).

1. Rebound is a service that assists employees in getting diagnosis and treatment for their musculoskeletal injuries in a more expedient and efficient manner by working with private insurers and worker’s compensation. Rebound has a significant potential to provide employees with a better and faster recovery and save the City of Tacoma significant lost time.
2. The City of Tacoma intends to provide a one year pilot program of the Rebound service beginning in 2020 and expected to continue for twelve (12) months. The pilot program will be available to certain positions identified by City management within Tacoma Fire Department (“TFD”), Tacoma Police Department (“TPD”), and Tacoma Power based on identified risk of occupational injury. A list of covered positions will be provided to impacted unions.
3. During the pilot program TFD, TPD, and Tacoma Power may independently elect to withdraw from the pilot program with thirty (30) days’ notice to the impacted unions. At the conclusion of the pilot program, TFD, TPD, and Tacoma Power will individually assess the efficacy of the program for their department or divisions and determine whether to:
  - a. extend the program for an additional pilot period;
  - b. cease to participate in the program; or
  - c. make the program a permanent offering in the respective department or division.
4. The City or Tactical Athlete may terminate the service with thirty (30) days’ notice by either party. Should either the City or Tactical Athlete terminate the program, there shall be no obligation for the City to continue the program or find any alternative.

The City of Tacoma shall assume the entire cost of the pilot program. Should the pilot program be extended or become a permanent offering, the Parties shall meet to negotiate the employee cost share, if any. Nothing in this letter is intended to be used as a precedent for future contract negotiations or other similar matters.

EXECUTED THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 20\_\_\_\_\_

CITY OF TACOMA

JOINT LABOR COMMITTEE

\_\_\_\_\_  
City Manager

\_\_\_\_\_  
County & City Employees Local 120

\_\_\_\_\_  
Public Utilities Director

\_\_\_\_\_  
District Lodge 160 IAM & AW

\_\_\_\_\_  
Human Resources Director

\_\_\_\_\_  
Firefighters Union Local 31

\_\_\_\_\_  
International Brotherhood of  
Electrical Workers Local 483

\_\_\_\_\_  
Professional & Technical Employees  
Local 17

\_\_\_\_\_  
Teamsters Local 313

\_\_\_\_\_  
Teamsters Local Union 117

APPROVED AS TO FORM:

\_\_\_\_\_  
City Attorney

**Letter of Agreement  
Between  
City of Tacoma And  
Professional Public Safety Management Association**

**Subject: Rebound Healthcare Assistance Program  
Effective Date: \_\_\_\_\_**

This Letter of Agreement (“LOA”) is between the City of Tacoma (“City”), the Professional Public Safety Management Association (“Union”), (collectively, the “Parties”). The intent is to establish parameters for the implementation of the “Rebound” pilot program (formerly known as “Tactical Athlete”).

1. Rebound is a service that assists employees in getting diagnosis and treatment for their musculoskeletal injuries in a more expedient and efficient manner by working with private insurers and worker’s compensation. Rebound has a significant potential to provide employees with a better and faster recovery and save the City of Tacoma significant lost time.
2. The City of Tacoma intends to provide a one year pilot program of the Rebound service beginning in 2020 and expected to continue for twelve (12) months. The pilot program will be available to certain positions identified by City management within Tacoma Fire Department (“TFD”) and Tacoma Police Department (“TPD”) based on identified risk of occupational injury. This includes all staff represented by the Union.
3. During the pilot program TFD or TPD may independently elect to withdraw from the pilot program with thirty (30) days’ notice to the Union. At the conclusion of the pilot program, TFD and TPD will individually assess the efficacy of the program for their department or divisions and determine whether to:
  - a. extend the program for an additional pilot period;
  - b. cease to participate in the program; or
  - c. make the program a permanent offering in the respective department.
4. The City or Rebound may terminate the service with thirty (30) days’ notice by either party. Should either the City or Rebound terminate the program, there shall be no obligation for the City to continue the program or find any alternative.

The City of Tacoma shall assume the entire cost of the pilot program. Should the pilot program be extended or become a permanent offering, the Parties shall meet to negotiate the employee cost share, if any. Nothing in this letter is intended to be used as a precedent for future contract negotiations or other similar matters.

EXECUTED THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 20\_\_\_\_\_

CITY OF TACOMA

PROFESSIONAL PUBLIC SAFETY  
MANAGEMENT ASSOCIATION



\_\_\_\_\_  
City Manager

\_\_\_\_\_  
President

\_\_\_\_\_  
Fire Chief

\_\_\_\_\_  
Police Chief

\_\_\_\_\_  
Human Resources Director

APPROVED AS TO FORM:

\_\_\_\_\_  
City Attorney

**Letter of Agreement  
Between  
City of Tacoma And  
Tacoma Police Management Association, IUPA Local #26**

**Subject: Rebound Healthcare Assistance Program  
Effective Date: \_\_\_\_\_**

This Letter of Agreement (“LOA”) is between the City of Tacoma (“City”), the Tacoma Police Management Association, IUPA Local #26 (“Union”), (collectively, the “Parties”). The intent is to establish parameters for the implementation of the “Rebound” pilot program (formerly known as “Tactical Athlete”).

1. Rebound is a service that assists employees in getting diagnosis and treatment for their musculoskeletal injuries in a more expedient and efficient manner by working with private insurers and worker’s compensation. Rebound has a significant potential to provide employees with a better and faster recovery and save the City of Tacoma significant lost time.
2. The City of Tacoma intends to provide a one year pilot program of the Rebound service beginning in 2020 and expected to continue for twelve (12) months. The pilot program will be available to certain positions identified by City management within Tacoma Police Department (“TPD”) based on identified risk of occupational injury. This includes all staff represented by the Union.
3. During the pilot program TPD may elect to withdraw from the pilot program with thirty (30) days’ notice to the Union. At the conclusion of the pilot program, TPD will assess the efficacy of the program for the department and determine whether to:
  - a. extend the program for an additional pilot period;
  - b. cease to participate in the program; or
  - c. make the program a permanent offering in the department.
4. The City or Rebound may terminate the service with thirty (30) days’ notice by either party. Should either the City or Rebound terminate the program, there shall be no obligation for the City to continue the program or find any alternative.

The City of Tacoma shall assume the entire cost of the pilot program. Should the pilot program be extended or become a permanent offering, the Parties shall meet to negotiate the employee cost share, if any. Nothing in this letter is intended to be used as a precedent for future contract negotiations or other similar matters.

EXECUTED THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 20\_\_\_\_\_

CITY OF TACOMA

IUPA LOCAL 26

\_\_\_\_\_  
City Manager

\_\_\_\_\_  
President

\_\_\_\_\_  
Police Chief

\_\_\_\_\_  
Human Resources Director

APPROVED AS TO FORM:

\_\_\_\_\_  
City Attorney

**Letter of Agreement  
Between  
City of Tacoma And  
Tacoma Police Union, IUPA Local #6**

**Subject: Rebound Healthcare Assistance Program  
Effective Date: \_\_\_\_\_**

This Letter of Agreement (“LOA”) is between the City of Tacoma (“City”), the Tacoma Police Union, IUPA Local #6 (“Union”), (collectively, the “Parties”). The intent is to establish parameters for the implementation of the “Rebound” pilot program (formerly known as “Tactical Athlete”).

1. Rebound is a service that assists employees in getting diagnosis and treatment for their musculoskeletal injuries in a more expedient and efficient manner by working with private insurers and worker’s compensation. Rebound has a significant potential to provide employees with a better and faster recovery and save the City of Tacoma significant lost time.
2. The City of Tacoma intends to provide a one year pilot program of the Rebound service beginning in 2020 and expected to continue for twelve (12) months. The pilot program will be available to certain positions identified by City management within Tacoma Police Department (“TPD”) based on identified risk of occupational injury. This includes all staff represented by the Union.
3. During the pilot program TPD may elect to withdraw from the pilot program with thirty (30) days’ notice to the Union. At the conclusion of the pilot program, TPD will assess the efficacy of the program for the department and determine whether to:
  - a. extend the program for an additional pilot period;
  - b. cease to participate in the program; or
  - c. make the program a permanent offering in the department.
4. The City or Rebound may terminate the service with thirty (30) days’ notice by either party. Should either the City or Rebound terminate the program, there shall be no obligation for the City to continue the program or find any alternative.

The City of Tacoma shall assume the entire cost of the pilot program. Should the pilot program be extended or become a permanent offering, the Parties shall meet to negotiate the employee cost share, if any.

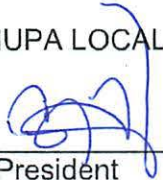
Nothing in this letter is intended to be used as a precedent for future contract negotiations or other similar matters.

EXECUTED THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 20\_\_\_\_\_

CITY OF TACOMA

IUPA LOCAL 6

\_\_\_\_\_  
City Manager

  
\_\_\_\_\_  
President

\_\_\_\_\_  
Police Chief

\_\_\_\_\_  
Human Resources Director

APPROVED AS TO FORM:

\_\_\_\_\_  
City Attorney