

**Letter of Agreement
By and Between
CITY OF TACOMA
And
TACOMA POLICE MANAGEMENT ASSOCIATION
LOCAL #26 I.U.P.A.**

VEBA PARTICIPATION AGREEMENT

The City of Tacoma (City) and the Tacoma Police Management Association Local #26 (Union) (collectively, the Parties) enter into this Letter of Agreement (LOA).

The Parties agree to the following, effective as of the date the City Council approves this LOA:

1. Sick Leave Accruals. The City shall deposit into a VEBA Account a sum equivalent to twenty-five percent (25%) of sick leave accruals for any bargaining unit employee who meets the criteria outlined in Section 1.12.229 of the Tacoma Municipal Code, as amended (TMC).

And

2. Personal Time Off (PTO) Accruals. The City shall also deposit into a VEBA Account a sum equivalent to one hundred percent (100%) of PTO accruals for any bargaining unit employee who meets the criteria outlined in TMC Section 1.12.229.

Nothing in this LOA is intended to be used as a precedent with respect to any other divisions or departments of the City nor by other employees represented by this Union or any other Union. This LOA will expire with the expiration of the current 2018-2020 Collective Bargaining Agreement. Additionally, either Party to this LOA shall be able to cancel this Agreement with thirty (30) days written notice to the other Party of its intent.

**For Tacoma Police Association
Local 26 I.U.P.A.**

For the City of Tacoma:

Frank Krause, President Date

Elizabeth Pauli, City Manager Date

Christopher Karl, Vice President Date

Dylan Carlson Date
Senior Labor Relations Manager

William C. Fosbre, City Attorney Date

Approved as to form:

Cheryl Comer Date
Deputy City Attorney