## Letter of Agreement Between Tacoma Police Management Association Local No. 26 And City of Tacoma

Subject: Salary Compression and FMLA Resolution

The City of Tacoma, and Tacoma Police Management Association Local No. 26 ("the parties") hereby enter into this Letter of Agreement to address concerns raised by Local 26 regarding wage compression and represent Local 26's agreement to the City's proposed changes to its FMLA policy, including movement from a calendar year FMLA calculation to a rolling twelve (12) month calculation.

- 1. To address salary compression issues identified by Local 26 that arose during the term of the collective bargaining agreement, the City will provide a one time lump sum payment of \$500 to each unit member represented by Local 26 on February 20, 2020.
- 2. As soon as practicable, but no sooner than 90 days following Council ratification, the City will implement the City's October 1, 2019 proposed changes to its FMLA policy.
- 3. The Union withdraws and deems satisfied any outstanding demand to bargain regarding the City's proposed FMLA policy changes.

This LOA shall not be used as precedent with respect to any other contracts for any other divisions or departments of the City or any other Union.

For Local No. 26		For City of Tacoma	
Frank Krause	Date		
President, IUPA Local No. 26		Dylan Carlson Senior Labor Relations Manager	Date
		Don Ramsdell Chief of Police	Date
		Elizabeth Pauli City Manager	Date
		Approved as to form:	
		Mike Smith	Date
		Deputy City Attorney	