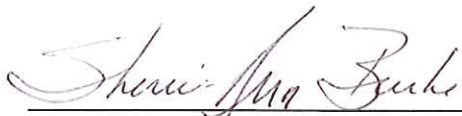


**Memorandum of Understanding
Tacoma Community College (TCC) and Washington Federation of State Employees
Higher Education**

2015/16 Compensation

The Tacoma Community College (hereinafter the "College"), and the Washington Federation of State Employees Higher Education (hereinafter the "Union"), hereby enter into and agree to the following memorandum of understanding.

1. The College and the Union hereby agree to a 3% pay increase for all exempt union employees retroactive to the beginning of the 2015-2016 fiscal year (July 1, 2015).
2. The College will attempt to make payment during the September 10, 2015 payroll period.
3. The College will meet with the Union to address any additional pay increases for the second year of the biennium once the legislative session is concluded.



Sherri-Ann Burke, Labor Advocate
Representing WFSE Exempt Employees

8/19/2015
Date



Sheila Ruhland Ph.D., President
Representing TCC Management
on Behalf of the Board of Trustees

8/19/15
Date