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October 15, 2008

Mr. Steve Tufts, President
United Firefighters of Los Angeles City
1571 Beverly Boulevard, Suite 201
Los Angeles, California, 90026-5704

Dear Mr. Tufts,

**LETTER OF AGREEMENT
MODIFICATION OF TATTOO POLICY**

As per an agreement worked out between Department Management and UFLAC representatives, the department has agreed to modify the tattoo policy as follows:

- Members will not be required to cover their tattoos in quarters, unless visitors (non-Department members) are present in quarters.
- Members with existing tattoos as of the Tattoo Policy effective date of May 1, 2008, that cannot cover their tattoo with the approved uniform (long sleeve collared shirt) will be granted an exemption (grandfathered) through the process described in Department Bulletin 08-04. This exemption pertains only to the tattoo or portion of a tattoo that cannot be covered by the approved uniform (long sleeve collared shirt).
- Members who obtained a tattoo after the Tattoo Policy effective date of May 1, 2008, which cannot be covered with approved uniform, will be sent home on their own time until they can come into compliance with the Tattoo Policy. No exemptions will be granted for any tattoo obtained after the Tattoo Policy effective date of May 1, 2008.

For UFLAC

STEVEN TUFTS, President
UFLAC

For the Department

DOUGLAS L. BARRY
Fire Chief

3/7-05.00 TATTOOS, SCARIFICATION AND BRANDING POLICY

3/7-05.01 GENERAL

Many factors influence the community's perception of our Department. The image we present to the community must be one of professionalism; therefore, our professional appearance is of utmost importance. The Department's Tattoo, Scarification, and Branding Policy is effective May 1, 2008. The following establishes specific guidelines concerning the display of tattoos, scarifications, and branding by members of the department.

A. Definitions

Tattoo

the act or practice of marking the skin with indelible designs, forms, figures, art, etc., by making punctures in the skin and inserting pigments.

Scarification

the act of intentional cutting of the skin for the purpose of creating a design, form, figure or art.

Branding

the act of intentional burning of the skin for the purpose of creating a design, form, figure, or art

B. Tattoos. Scarifications and Brandings

1. All sworn members are expressly prohibited from displaying tattoos, scarifications, and/or brandings (collectively, "Body Markings") on their person while on-duty. Members shall cover any visible Body Markings by wearing a Department approved uniform (e.g., long sleeve collared shirt) that provides complete coverage. While in quarters, members are not required to cover their Body Markings unless visitors (i.e., non-Department members) are present.
2. On or before the effective date of this Policy, the Fire Chief, or appointed designee, may grant tenured members an exemption for Body Markings that were in place prior. If granted, such exemptions are limited to the specific Body Marking where such coverage would impede the member's safety (e.g., face piece seal) or where coverage is impractical. No exemptions shall be granted for Body Markings that were obtained after the effective date. Copies of the member's approved F-225 noting the exemption shall be maintained in the Department personnel folder and the personal folder at the member's work assignment.
3. Members hired after the Tattoo Policy effective date of May 1, 2008 are prohibited from having tattoos that cannot be covered with the Department approved uniform (long sleeve collared shirt)

4. Members who are not in compliance with this Policy will be restricted from assignments which involve interaction with the public.