

**Amendment to
Letter of Agreement
Between
Professional Public Safety Management Association
And
City of Tacoma
Voluntary Employee Beneficiary Association (VEBA)
Originally Dated July 19, 2011
Attached to PPSMA CBA 2015-2018**

This Letter of Agreement memorializes the agreement of the Professional Public Safety Management Association (PPSMA) and the City of Tacoma (City) to amend the PPSMA Voluntary Employee Beneficiary Association (VEBA) retirement incentive program, to change the maximum number of VEBA participants from six (6) participants to eight (8) participants for 2018 only.

Section 7 will therefore be amended as follows:

7. Each year the VEBA retirement incentive program will be open for up to one (1) eligible LEOFF Plan 2 employee from Police and one eligible LEOFF Plan 2 employee from Fire respectfully. Up to a maximum number of six (6) participants may be enrolled in this VEBA program at any one time except for 2018 in which the parties have temporarily agreed to expand the number of participants from six (6) to eight (8), on the condition that the two additional 2018 participants retire from City service no later than January 31, 2018. If more than two employees apply for enrollment into the program in any one year, selection will be accomplished on the basis of LEOFF 2 Plan seniority only, excluding individual or personal factors. Any change to the number of employees who may apply in any year will require mutual agreement between the Parties. However, in no case will the program maximum of eight (8) participants be exceeded in 2018.

The parties agree that all other terms of the VEBA program remain unchanged. The parties agree that there is no expectation that the VEBA program will continue past 2018, however, if the VEBA program is continued into a successor contract, there is no expectation that the maximum limitation will remain at eight participants. This Letter of Agreement expires December 31, 2018.

**For Professional Public Safety
Management Association**

For the City of Tacoma

Patrick McElligott, President Date
Professional Public Safety Management Association

Corey Moriyama Date
Labor Relations Manager

Mike Ake, Vice-President Date
Professional Public Safety Management Association

Jim Duggan Date
Fire Chief

Elizabeth Pauli Date
City Manager

Approved as to form:

Deputy City Attorney