



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Dylan Carlson, Senior Labor Relations Manager  
Karen Short, Senior Human Resources Analyst, Human Resources  
Shelby Fritz, Director, Human Resources  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution – Authorize execution of a Letter of Agreement with the Professional Public Safety Management Association – August 24, 2021  
**DATE:** August 16, 2021

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**SUMMARY AND PURPOSE:**

A resolution authorizing the execution of a Letter of Agreement as negotiated with the Professional Public Safety Management Association, creating a new classification of Deputy Police Chief.

**BACKGROUND:**

The resolution will authorize the execution of a Letter of Agreement negotiated with the Professional Public Safety Management Association (PPSMA), to create the classification of Deputy Police Chief.

The City and the Union are currently engaged in active negotiations on a successor agreement to the 2019-2020 Collective Bargaining Agreement (CBA). Independent of the CBA negotiations, the parties have agreed to move forward and establish a new classification of Deputy Police Chief, as well as formalize the understanding regarding the City’s creation of a civilian, non-commissioned, and non-represented Chief of Staff classification that will acquire PPSMA represented work. The City voluntarily recognizes the Professional Public Safety Management Association (PPSMA) as the exclusive bargaining representative for the purposes stated in Chapter 41.56 RCW, as last amended.

The classification of Deputy Police Chief will be designated as appointive, unclassified, exempt from overtime, and serve at the pleasure of the appointing authority. Wages for Deputy Police Chief shall be set consistent with the indexing provisions of the CBA and will be indexed at 7.5 percent over the classification of Assistant Police Chief, and the classification will not be eligible for longevity pay.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The agreement has been reached with the Professional Public Safety Management Association and has been bargained in good faith.

**2025 STRATEGIC PRIORITIES:**

**Economy/Workforce:** Moderate Opportunity

**Explain how your legislation will affect the selected indicator(s).**

This legislation supports the responsible and sustainable management of City funds.



**ALTERNATIVES:**

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve execution of the Letter of Agreement	N/A	N/A

**EVALUATION AND FOLLOW UP:**

**STAFF/SPONSOR RECOMMENDATION:**

Authorization from the City Council by resolution is required to authorize execution of the Letter of Agreement with the Professional Public Safety Management Association.

**FISCAL IMPACT:**

Fiscal impact information is not available for new positions created until they are filled. Department Directors will be responsible for adhering to their overall levels of appropriation.

**What Funding is being used to support the expense?**

Participating departments will be responsible for continuing costs.

**Are the expenditures and revenues planned and budgeted in this biennium’s current budget?**

Yes

**Are there financial costs or other impacts of not implementing the legislation?**

No

**Will the legislation have an ongoing/recurring fiscal impact?**

YES

**Will the legislation change the City’s FTE/personnel counts?**

No

**ATTACHMENTS:**

Letter of Agreement