

**Letter of Agreement  
Between  
Professional Public Safety Management Association  
And  
City of Tacoma**

**2022 PPSMA VEBA Program Eligibility Age Requirements**

**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 program eligibility age and service requirements for the years 2021 and 2022 only.

The parties' 2019-2020 Collective Bargaining Agreement (CBA), Addendum 2, Section 7, provides that program eligibility requires that "employees retiring on or after December 31, 2020 must be at least fifty-five (55) years of age and must have age + years of service totaling at least seventy-eight (78) or higher."

The parties hereby agree that it is mutually beneficial to grant an exception to the VEBA program's age and service requirements as follows:

- For calendar years 2021 and 2022 only, the age and service eligibility requirements set forth in Section 7 will be waived as to Assistant Police Chief Michael Ake, even if he is temporarily appointed to a higher classification.

Should Assistant Police Chief Michael Ake elect to retire in calendar years 2021 or 2022 and receive the VEBA retirement program benefits, in lieu of the December 1<sup>st</sup> application deadline he must provide the Chief of Police (if applicable) and City Manager's office with 60 calendar days' notice of retirement. This notice requirement may be waived by the City Manager if in the best interest of the City.

Should Assistant Police Chief Michael Ake elect to exercise voluntary bumping rights as described in Article 12 of the CBA, his eligibility to participate in a VEBA retirement program will be governed by department policy and the applicable CBA. If Assistant Police Chief Michael Ake does not elect to exercise Article 12 voluntary bumping rights, his election into the VEBA program will not count against the total number of VEBA eligible participants from PPSMA, pursuant to Addendum 2, Section 6.

The parties agree that all other terms of the VEBA retirement program remain unchanged. The parties acknowledge that there is no guarantee that the VEBA retirement program will continue in a successor collective bargaining agreement. This Letter of Agreement shall expire on December 31, 2022.

**For Professional Public Safety  
Management Association**

**For the City of Tacoma**



July 8, 2021

Mike Mitchell, President  
Professional Public Safety Management Association

Date

Elizabeth Pauli  
City Manager

Date

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Bill Fosbre  
City Attorney

Date

Approved as to form:

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Cheryl Comer  
Deputy City Attorney

Date