



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

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Letter of Agreement as negotiated with the Professional Public Safety Management Association, related to VEBA eligibility requirements.

BACKGROUND:

The resolution will authorize the execution of a Letter of Agreement negotiated with the Professional Public Safety Management Association, related to VEBA program eligibility requirements for the years 2021 and 2022 only.

The City and the Union have agreed that it is mutually beneficial to grant an exception to the VEBA program’s age and service requirements to allow a waiver to Assistant Police Chief Michael Ake, even if he is temporarily appointed to a higher classification.

Should Assistant Police Chief Ake elect to exercise voluntary bumping rights as described in Article 12 of the collective bargaining agreement (CBA), his eligibility to participate in a VEBA retirement program will be governed by department policy and the applicable CBA. If Assistant Police Chief 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. In lieu of the December 1st application deadline, he must provide the Chief of Police (if applicable) and the City Manager’s Office with 60 days’ notice of retirement.

The parties agree that all other terms of the VEBA retirement program remain unchanged.

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 will be provided by the Office of Management and Budget. 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