



**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 – November 16, 2021  
**DATE:** October 28, 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 participation at retirement.

**BACKGROUND:**

The resolution will authorize the execution of a Letter of Agreement negotiated with the Professional Public Safety Management Association, related to VEBA participation at retirement.

Following Council approval, the Letter of Agreement will provide that the Union may, no more than once per year, elect whether or not to participate in the VEBA program as outlined in TMC 1.12.229 and Section 9.3 of the collective bargaining agreement. If the Union elects not to participate in the VEBA program, the LOA shall remain in effect and the Union may opt back into the VEBA program for the following year, with at least 30 days’ written notice to the City.

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:**

There is no fiscal impact for this request. 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