



**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 Collective Bargaining 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 Collective Bargaining Agreement as negotiated with the Professional Public Safety Management Association, effective January 1, 2021 through December 31, 2023.

**BACKGROUND:**

The resolution will authorize the execution of a Collective Bargaining Agreement negotiated with the Professional Public Safety Management Association (PPSMA), effective January 1, 2021 through December 31, 2023.

The agreement is for three years, covers approximately 10 budgeted, full-time equivalent positions, and will provide for wage increases in each year of the agreement based on indexing. The indexing provision for the classification of Assistant Fire Chief will be increased by 3 percent from 25 to 28 percent; for Deputy Fire Chief by 2.5 percent from 5 to 7.5 percent; and the title of Deputy Police Chief will be indexed at 7.5 percent over Assistant Police Chief. Indexing provisions include consideration for longevity, incentive pays (i.e. mentoring, merit, day shift, administrative/operations), and compensation for promotion. In addition, employees who are actively employed as of the date of ratification by the Union of the Agreement shall also receive a one-time lump sum payment of \$400.

The agreement also provides that the City will increase the contribution made to an employee’s deferred compensation account, with or without an employee match, from \$217 to \$238 per pay period. Employees will also increase their monthly deduction and contribution toward a VEBA account from \$200 to \$225 per month.

Language was also modified in Section 9.2 to allow the union to determine on an annual basis, the amount of the cash value of the annual January PTO cash out made (if otherwise eligible) will go to VEBA.

Article 2 regarding Association Membership and Dues has been updated as a result of the Janus decision.

**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 provided by the Budget Office. 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:**

Collective Bargaining Agreement

Fiscal Impact Memorandum