



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
 Kari Louie, Assistant 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 – January 3, 2023
DATE: December 15, 2022

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Letter of Agreement as negotiated with the Professional Public Safety Management Association, to modify Section 9.3 of the collective bargaining agreement regarding deposits made to a Voluntary Employee Beneficiary Association (VEBA) account.

BACKGROUND:

The resolution will authorize the execution of the Letter of Agreement negotiated with the Professional Public Safety Management Association, regarding modifications to Section 9.3 of the collective bargaining agreement regarding Voluntary Employee Beneficiary Association (VEBA) deposits made upon retirement.

The Letter of Agreement provides the Union the ability to make a change no more than once per year, to how a deposit or a cash out of unused sick leave and/or Personal Time Off (PTO) to a Voluntary Employee Beneficiary Association (VEBA) account will be made upon an employee’s retirement or death. The Union may make a change to this provision no more than once per year, per the terms of the LOA, and with at least 30 calendar days’ notice to the City.

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	unknown



EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

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

FISCAL IMPACT:

There is no fiscal impact.

What Funding is being used to support the expense?

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?

No

Will the legislation change the City's FTE/personnel counts?

No

ATTACHMENTS:

Letter of Agreement