



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Senior Labor Relations Manager
Karen Short, Senior Human Resources Analyst, Human Resources
Gary Buchanan, 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 12, 2021
DATE: January 5, 2021

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Letter of Agreement as negotiated with the Professional Public Safety Management Association, regarding Voluntary Employee Beneficiary Association (VEBA) eligibility requirements for calendar year 2021.

BACKGROUND:

The resolution will authorize the execution of the Letter of Agreement negotiated with the Professional Public Safety Management Association, regarding eligibility requirements of the VEBA program for the calendar year 2021 only.

The collective bargaining agreement provides that eligibility for the VEBA program requires that employees retiring on or after December 31, 2020, must be at least fifty-five (55) years of age and must have age plus years of service totaling at least seventy-eight (78) or higher. The parties agree that it is mutually beneficial to grant an exception to the VEBA program’s age and service requirements set forth in the collective bargaining agreement.

For the calendar year 2021 only, the age and service eligibility requirements will be waived as to Assistant Chief Michael Ake, even if he is temporarily appointed to a higher classification. An application deadline of 60 calendar days’ notice must be provided to the Chief of Police (if applicable) and the City Manager’s Office. This notice requirement may be waived by the City Manager, if in the best interest of the City.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The Letter of Agreement has been reached with the Professional Public Safety Management Association, and has been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Equity and Accessibility:

Identify which Tacoma 2025 strategic goals your legislation most relates to, and then identify the [Equity Index Score](#) for those goals in the geography your proposal will affect. Select the indicator(s) this legislation is most related to, then briefly explain how this legislation will impact the selected indicator(s) and/or improve the Equity Index Score. *Use the dropdowns below and refer to guide for more information.*



Economy/Workforce: *Equity Index Score*: 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 authorize execution of the Letter of Agreement with the Professional Public Safety Management Association.

FISCAL IMPACT:

There is no immediate fiscal impact. Department Directors are 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?

NO, PLEASE EXPLAIN BELOW

Yes. Department Directors will be responsible for adhering to their overall levels of appropriation.

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

ATTACHMENT:

Letter of Agreement