



**To:** Elizabeth Pauli, City Manager  
**From:** Katie Johnston, Budget Officer  
**Date:** August 6, 2021  
**Subject:** Fiscal Impact of Tentative Letter of Agreement (LOA)- 2022 Professional Public Safety Management Association (PPSMA) VEBA Program Eligibility Age Requirements

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**Overview**

This Letter of Agreement memorializes the agreement of the Professional Public Safety Management Association (PPSMA) and the City of Tacoma (City) to amend the PPSMA Voluntary Employee Beneficiary Association (VEBA) retirement program eligibility age and service requirements for the years 2021 and 2022 only.

**Fiscal Impact**

For calendar years 2021 and 2022 only, the age and service eligibility requirements set forth in Section 7 will be waived as to Assistant Police Chief Michael Ake, even if he is temporarily appointed to a higher classification.

*Approximate Incremental cost of \$76,000.*

The incremental increases are partially budgeted in the Adopted 2021-2022 Budget. The department will be responsible for adhering to their overall level of appropriation.

**Cc:** Dylan Carlson, Lead Labor Negotiator  
Karen Short, Senior Human Resources Analyst  
Jen Watts, Labor Relations Analyst  
Hayley Falk, Lead Budget Analyst