

**Letter of Agreement
Between
Professional Public Safety Management Association
And
City of Tacoma**

Subject: Retirement VEBA Participation Agreement

Professional Public Safety Management Association (PPSMA) and the City of Tacoma (City) (collectively the Parties) enter into this Letter of Agreement (LOA).

The Parties agree to the following, effective following Council approval and the last date signed: the City shall deposit into the bargaining unit employee's VEBA Account a sum equivalent to one hundred percent (100%) of PTO accruals for any bargaining unit employee who meets the criteria outlined in TMC Section 1.12.229.

No more than once per year, and with at least 30 calendar days' written notice to the City, PPSMA may elect whether or not to participate in the VEBA program as outlined in TMC Section 1.12.229. If PPSMA elects not to participate in the VEBA program, this LOA shall remain in effect and PPSMA may opt back in to the VEBA program the following year with at least 30 calendar days' written notice to the City.

This LOA shall not establish precedent for the parties hereto, nor for any other collective bargaining units or departments of the City.

EXECUTED THIS 11th DAY OF October, 2021.

For PPSMA



9/24/2021

Michael Mitchell
President

Date

For City of Tacoma



10/11/2021

Elizabeth Pauli
City Manager

Date

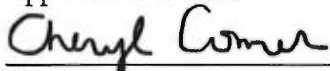


10/4/21

Michael Ake
Interim Police Chief

Date

Approved as to form:



9-24-2021

Cheryl Comer
Deputy City Attorney

Date