



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
Karen Short, Senior Human Resources Consultant
Shelby Fritz, Human Resources Director
Kari Louie, Assistant Human Resources Director
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the Professional Public Safety Management Association – July 2, 2024
DATE: June 14, 2024

SUMMARY AND PURPOSE:

A resolution authorizing execution of a Collective Bargaining Agreement as negotiated with the Professional Public Safety Management Association effective retroactive from January 1, 2024, through December 31, 2026.

BACKGROUND:

The resolution authorizes execution of a of a Collective Bargaining Agreement (CBA) as negotiated with the Professional Public Safety Management Association, effective January 1, 2024, through December 31, 2026.

The agreement is for three years, covers approximately 10 budgeted, full-time equivalent positions, and provides for a wage increase in each year of the agreement. Wages effective January 1, 2024, will increase by 6.5 percent for employees in the Police Department and 4.5 percent for employees in the Fire Department, using the indexing process outlined in the agreement. Wages for 2025, and 2026 will also be determined by the indexing process with the salary of the positions that they supervise.

Other changes to the agreement include:

1. An increase to the employer contribution to a 457b deferred compensation plan from \$238 to \$250 per pay period.
2. An increase to the employee deduction and contribution to a Voluntary Employee Beneficiary Association (VEBA) account from \$225 to \$250 per month.
3. An addition of a monthly employer contribution of \$250 to a VEBA account for eligible employees.
4. A change in the method used to compensate employees for unused sick leave accruals upon retirement: Hours will be compensated at the rate of 25 percent for the first 400 hours; 33 percent for hours 401 through 800; and 50 percent for hours 801 and above.
5. Providing for a special one-time conversion opportunity for employees to convert sick leave accruals to Personal Time Off (PTO).
6. Providing language to allow, no more than once per year, a change in the amount of unused PTO upon retirement that will be contributed to VEBA.
7. A change to VEBA provisions to increase the monthly contribution for retirees from \$575 to \$609.52, and provide for an annual 2 percent escalator to the contribution rate, beginning January 1, 2025.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The Collective Bargaining 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 Collective Bargaining 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 Collective Bargaining 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?

No

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