## Letter of Agreement By and Between CITY OF TACOMA And

## PROFESSIONAL AND TECHNICAL EMPLOYEES LOCAL 17 (PROTEC17) Tacoma Police Department Non-Commissioned Management Unit

Subject: VEBA

The City of Tacoma (City) and the Professional and Technical Employees Local 17 (PROTEC17) ("Union or PROTEC17") (collectively, "the Parties"), enter into this Letter of Agreement ("LOA") and agree as follows.

The bargaining unit members covered by the PROTEC17 Tacoma Police Department Non-Commissioned Management Unit are eligible to participate in the VEBA program provided by Council Ordinance 26070 adopted October 12, 1997, and in accordance with the provisions of the Tacoma Municipal Code (TMC) Section 1.12.229.

That is, an employee eligible under TMC 1.12.229 1.2. who has a sick leave balance shall have a VEBA deposit equal to twenty-five percent (25%) of accrued sick leave hours, with a minimum deposit of one hundred dollars (\$100.00).

This participation in the VEBA program will terminate effective January 1<sup>st</sup> of any year in which changes to federal or state law make it possible that participation in the program will result in a tax or penalty on amounts contributed.

This LOA is effective as of the date of the last signatory listed below. Either Party may cancel this LOA with sixty days' notice to the other Party.

For the Professional and Technical Employees, Local 17 (PROTEC17):		For the City of Tacoma:	
1 Mm -	11-24-21		
Brent Wagar / Union Representative	Date	Elizabeth Pauli City Manager	Date
		Dylan Carlson	Date
		Senior Labor Relations Manager	
		Approved as to form:	*
		Cheryl Comer	Date