



# Newsletter

Volume I, Issue 1

## Welcome to the M&P Newsletter!

M&P Board Members and staff are excited to announce the relaunch of the M&P Newsletter! It's been some time since we last connected in this format, and we're looking forward to using this space to keep you informed, engaged, and connected to the work of the M&P Association.

One of the Board's priorities this

year has been improving communication and outreach with our members. The newsletter will be the setting for periodic updates on benefits, negotiations, and union activities, while also highlighting opportunities for you to get involved and make your voice heard.

For now, we plan to publish the

newsletter on a quarterly basis, though that schedule may be adjusted based on member feedback, needs, and staff availability. Our goal is simple: to provide clear, useful information and to make sure you feel connected to the important work we're doing together.

## Healthcare Coverage Update

The City invited M&P leadership, along with counterparts from the other City bargaining units, to a meeting on August 19th to discuss the current conditions of our City's self-funded healthcare system. This is the system through which City employees receive their healthcare coverage (for M&P this includes the Kaiser Permanent and Premiera plan options) and is designed so that the monthly premium contributions collected will balance and sustain the system's expenses. Over the last year and a half, escalating expenses within the system have brought about a nearly 50% reduction in the system's reserves, from \$19,269,653 in 2023 to \$11,900,000 as of July (25')

Based on those figures, the city is

estimating that a premium increase for medical plans for 2026 will be needed at around twenty-five percent (25%)

M&P has met with the City to discuss these circumstances. It is the M&P position that as our contract does not contemplate changes to medical plans/rates during either 2025 or 2026, the status quo for both must be maintained barring a negotiated change agreement to make modifications.

The initial City position is that they read the bargaining contracts differently, interpreting that an increase to rates is allowable.

While increased costs are not something that many M&P members are in a position to absorb, there may be some meaningful

consideration to the impacts of a substantial increase to the City's expenses relating to overall cost of compensation. As was seen last year, layoffs are a recourse the City is willing to take to address budgetary challenges.

Further discussions with the City will be had and updates will be provided to members as they become available.

-Jon Klapp, M&P President

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The Managerial and Professional Association (M&P) represents approximately 340 employees working for the City of Spokane in a variety of roles requiring management skills and/or professional training and licensing. M&P is not affiliated with any national labor organization or union, but is a volunteer Association operating as a labor unit. It is composed of two separate employee groups, M&P A and M&P B. M&P A employees are exempt from Civil Service, but M&P B employees are included in Civil Service. Each unit has its own contract. The Association is governed by the Board of Directors. The Board of Directors consists of a President, Vice President, Secretary, Treasurer, and 5 Directors. The Board operates under the Association's Constitution and Bylaws as well as the general guidance of the Robert's Rules of Order.

## **Benefits Committee**

### **Volunteers Needed**

Your voice matters! We need volunteers to form a Benefits Committee. This committee meets as-needed to discuss and recommend employee benefit structures to the Board such as healthcare, retirement, leave, etc.

Meetings will start in October. If interested, please email Cara Geiger at [cgeiger@spokanecitymp.org](mailto:cgeiger@spokanecitymp.org).

### **Tweaks to the Website**

M&P staff are working to improve the usability of <https://spokanecitymp.org/>. We are focusing on cleaning up outdated content and links and exploring the possibility of creating an easy and clear process for submitting grievances.

## **Upcoming Meetings**

**October 8, 2025 from 12-1 PM:** Special All Member Meeting on Medical Rates and City Budget. Virtual: [Zoom link](#)

## **Congratulations!**

### **Retirements:**

Richard Hanson – Hired 11/3/2003 – Sewer Maintenance Department - Senior Engineer II – Retired 8/8/2025

Marcus Eveland – Hired 2/9/1998 – Street Department – Traffic Sign/Marker Supervisor – Retired 7/3/2025