

**LETTER OF AGREEMENT**  
**Between**  
**City of Tacoma**  
**and**  
**International Brotherhood of Electrical Workers, Local 483**  
**And**  
**AFSCME Local Number 120**  
**Subject: Click! Employee Severance**  
**Date: \_\_\_\_\_**

This Letter of Agreement (LOA) is by and between the City of Tacoma (City and/or Employer), and the IBEW Local 483 and AFSCME Local 120, herein referred to as “the parties”.

The LOA describes the Parties’ agreement regarding the parameters of severance payments for employees who lose their employment with the City through the layoff process.

**Severance Pay**

- Employees laid off from Click! Network as a result of downsizing, shall be entitled to a lump sum severance payment equal to eighty (80) hours of the Employee’s current base salary (including applied rate and longevity) for each full year of the Employee’s employment in the Click! business unit up to a maximum of four hundred and eighty (480) hours.
- In addition, any employee laid off through this process will receive the equivalent of four (4) months medical insurance premiums COBRA coverage including vision and dental) in a lump sum payment.
- These payments shall be subject to normal and customary taxes.
- The City shall consider an employee’s request for voluntary layoff in lieu of an employee with lower seniority, regardless of classification.

The Parties agree that the entitlement to the severance is based on the following conditions:

1. The Employee is laid off by the Employer;
2. The Employee does not accept another position at the City of Tacoma prior to layoff; and
3. The Employee executes a release of any claims against Employer in connection with the end of the Employee’s employment.

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

FOR THE CITY:

\_\_\_\_\_  
Elizabeth Pauli                      Date  
City Manager

\_\_\_\_\_  
Jackie Flowers                      Date  
Director of Utilities/CEO

\_\_\_\_\_  
Dylan Carlson                      Date  
Senior Labor Relations Manager

\_\_\_\_\_  
Andy Cherullo                      Date  
Finance Director

FOR THE UNION:

\_\_\_\_\_  
Alice Phillips                      Date  
Business Manager, IBEW Local 483

\_\_\_\_\_  
Miguel Morga                      Date  
Staff Representative, Local 120

Approved as to form:

\_\_\_\_\_  
Paul Goulding,                      Date  
Deputy City Attorney