



TO: Elizabeth Pauli, City Manager

FROM: Karen Short, Senior Human Resources Analyst, Human Resources
Gary Buchanan, Director, Human Resources
Kari L. Louie, Senior Compensation & Benefits Manager, Human Resources
Dylan Carlson, Senior Labor Relations Manager

COPY: City Council and City Clerk

SUBJECT: Resolution – Authorize execution of a Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483; and the Washington State Council of County and City Employees, Local 120 – April 9, 2019

DATE: April 4, 2019

SUMMARY:

A resolution authorizing the execution of a Letter of Agreement on Click! Employee Severance, as negotiated with the International Brotherhood of Electrical Workers, Local 483; and the Washington State Council of County and City Employees, Local 120.

STRATEGIC POLICY PRIORITY:

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for rates of pay and compensation for employees represented by the International Brotherhood of Electrical Workers, Local 483; and the Washington State Council of County and City Employees, Local 120.

BACKGROUND:

The resolution will authorize the execution of the Letter of Agreement (LOA) on Click! Employee Severance, as negotiated with the International Brotherhood of Electrical Workers, Local 483; and the Washington State Council of County and City Employees, Local 120. The LOA has been scheduled for consideration by the Public Utility Board as a Resolution on March 27, 2019.

The Letter of Agreement describes the parameters of severance payments for eligible represented Click! employees who lose their employment with the City of Tacoma through the layoff process.

Eligible employees who are subject to layoff will be entitled to a lump sum severance payment equal to 80 hours at the employee’s base salary rate for each full year of employment up to a maximum of 480 hours. In addition, the employee would be eligible for the equivalent of 4 months of medical insurance premiums for COBRA coverage, including dental and vision, in a lump sum payment.

ISSUE:

Authorization is required to execute the Letter of Agreement as negotiated with the bargaining unit on behalf of the employees represented by the International Brotherhood of Electrical Workers, Local 483; and the Washington State Council of County and City Employees, Local 120.

RECOMMENDATION:

It is recommended that the City Council take the necessary action to approve the legislation.

FISCAL IMPACT:

Expenditures for this program are the responsibility of each department for their respective employees. Department Directors will be responsible for adhering to their overall level of appropriation.