



RESOLUTION NO. 40293

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 Letter of Agreement on a Click! Employee Severance as negotiated between
3 the City of Tacoma, the International Brotherhood of Electrical Workers,
4 Local 483, and the Washington State Council of County and City Employees,
5 Local 120.

6 WHEREAS the City has, for years, adopted the policy of collective
7 bargaining between the various labor organizations representing employees and
8 the administration, and

9 WHEREAS the International Brotherhood of Electrical Workers, Local 483,
10 and the Washington State Council of County and City Employees, Local 120
11 (“Unions”) have negotiated a Letter of Agreement (“LOA”) with the City, which
12 describes the parameters of severance payments and conditions for eligibility for
13 represented Click! employees who lose their employment with the City through the
14 layoff process, and

15 WHEREAS the LOA provides for the following: (1) a lump sum severance
16 payment equal to eighty hours at the eligible employee’s base salary rate for each
17 full year of employment, up to a maximum of four hundred and eighty hours; and (2)
18 a lump sum payment equivalent to four months of medical, dental and vision
19 insurance premiums under COBRA, and

20 WHEREAS the LOA was considered and approved by the Public Utility
21 Board at its meeting of March 27, 2019, and

22 WHEREAS it appears in the best interest of the City that the LOA negotiated
23 by said Unions and the City be approved; Now, Therefore,
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BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

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That the proper officers of the City are hereby authorized to execute the Letter of Agreement on a Click! Employee Severance negotiated between the City of Tacoma, the International Brotherhood of Electrical Workers, Local 483, and the Washington State Council of County and City Employees, Local 120, said document to be substantially in the form of the document on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney

Requested by Public Utility Board
Resolution No. U-11074