



RESOLUTION NO. 40322

1 A RESOLUTION relating to the City of Tacoma, Department of Public Utilities,
2 Light Division (d.b.a. "Tacoma Power"), Click! Network Unit; authorizing the
3 execution of a Retention Agreement and Severance Agreement between
4 the City and non-represented employees of the Click! Network Unit.

5 WHEREAS the City and the Click! Network Unit (Click!) have negotiated a
6 Retention Agreement and Severance Agreement for non-represented employees,
7 and

8 WHEREAS the proposed Retention Agreement applies to employees who
9 have been deemed essential for the transition of Click! operations to a new
10 partner, and

11 WHEREAS the proposed Retention Agreement provides for the specific
12 definition and designation of essential employees who, upon completion of their
13 time deemed as essential by the Director of Utilities or until Click! ceases
14 operations as a City-owned entity, would be eligible for a one-time lump sum
15 payment of \$15,000 in compensation for their successful contribution under the
16 Retention Agreement, and

17 WHEREAS, in addition, during the time period an employee is deemed
18 essential under the terms of the Retention Agreement, the employee will receive
19 one eight-hour floating holiday every two months during the time they are
20 employed with Click!, with the first holiday to be awarded retroactive to April 1,
21 2019, and subsequent days awarded each two months thereafter, subject to
22 customary usage and cash out restrictions consistent with Tacoma Municipal
23 Code 1.12.200, and
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WHEREAS the Severance Agreement provides severance payments for non-represented employees of Click! who lose their employment with the City through the layoff process, and

WHEREAS eligible employees who are subject to the layoff would 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, and, in addition, would be eligible for the equivalent of four months of medical insurance premiums for COBRA coverage, including dental and vision, in a lump sum payment, and

WHEREAS it appears to be in the best interests of the City that the proposed agreements between the City and non-represented employees of Click! be approved, and

WHEREAS, by adoption of Public Utility Board Resolution No. U-11082 on April 24, 2019, the proposed agreements were approved, pending confirmation from the City Council; Now, Therefore,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

That the proper officers of the City are hereby authorized to enter into the Retention Agreement and Severance Agreement between the City and non-represented employees of the Click! Network Unit for the purposes hereinabove



1 enumerated, said documents to be substantially in the form of the agreements on
2 file in the office of the City Clerk.

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4 Adopted _____

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Mayor

7 Attest:

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City Clerk

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11 Approved as to form:

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Deputy City Attorney

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15 Requested by Public Utility Board
16 Resolution No. U-11082

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