



RESOLUTION NO. 40294

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 Letter of Agreement on a Click! Retention Incentive 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 a retention incentive program for eligible, represented
13 Click! employees whose employment is considered essential for the continued
14 operations of Click!, and

15 WHEREAS the LOA provides for the following: (1) the specific definition and
16 designation of essential employees, and their eligibility for a one-time lump sum
17 payment of \$15,000 in compensation for their successful contributions to the
18 transition of Click! operations; and (2) that eligible employees shall receive one
19 floating holiday (eight hours) every two months during the time they are employed
20 with Click!, with the first holiday to be awarded April 1, 2019, and with subsequent
21 days awarded every two months thereafter, said holidays being subject to
22 customary usage and cash out restrictions, consistent with Tacoma Municipal
23 Code 1.12.200(2), and
24
25
26



1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26

WHEREAS the LOA was considered and approved by the Public Utility

Board at its meeting of March 27, 2019, and

WHEREAS it appears in the best interest of the City that the LOA negotiated by said Unions and the City be approved; Now, Therefore,

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

That the proper officers of the City are hereby authorized to execute the Letter of Agreement on a Click! Retention Incentive as 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-11073