



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! Retention Incentive 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! Retention Incentive, 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 a retention incentive program for eligible, represented Click! employees whose employment is considered essential for the continued operations of Click!.

The agreement provides for the specific definition and designation of essential employees, and upon completion of their time deemed as “essential” by the Director of Utilities, or, until Click! ceases operations as a City-owned entity, the employee’s would be eligible for a one-time lump sum payment of \$15,000 in compensation for their successful contribution to the transition of Click! operations. An employee is not eligible for this incentive during any period the employee is designated as “essential”.

In addition, throughout the time period an employee is deemed “essential” under the terms of the agreement, the employees shall receive one (1) floating holiday (8 hours) every two months during the time they are employed with Click! The first holiday will be awarded April 1, 2019, with subsequent days awarded each two months thereafter. The holidays are subject to customary usage and cash out restrictions, consistent with TMC 1.12.200(2).

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.