



RESOLUTION NO. U-11009

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2 A RESOLUTION relating to management of Tacoma Public Utilities, appointing
3 Jackie Flowers as the Director of Utilities, approving terms of employment,
4 and establishing an effective date of August 1, 2018.

5 WHEREAS Linda McCrea's term as Interim Director of Utilities will expire
6 either on August 31, 2018, or on the date that a permanent Director is appointed
7 by the Board, confirmed by the City Council and begins employment, whichever
8 occurs first; and

9 WHEREAS the Public Utility Board has the responsibility and the authority
10 to appoint a successor pursuant to Tacoma City Charter section 4.18; and

11 WHEREAS Jackie Flowers has been selected by the Utility Board to be the
12 next Director of Utilities after a selection and interview process and is well-qualified
13 for appointment by reason of her demonstrated executive and administrative
14 qualifications; and

15 WHEREAS Jackie Flowers has indicated a willingness to accept said
16 appointment, upon terms and conditions set forth in the City's Charter and
17 Municipal Code, and as further set forth in a signed offer of employment letter,
18 which the Utility Board deems to be in the best public interest; and

19 WHEREAS the terms of the offer of employment include an annual salary of
20 \$330,158.40, provision of twenty (20) days of Administrative Leave, a free parking
21 space at Tacoma Public Utilities Building, payment of necessary expenses for
22 professional development, participation in standard City benefits packages,
23 participation in the City retirement system, and twelve (12) months' severance pay
24 if the appointment is terminated or not reconfirmed under certain conditions; and
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WHEREAS Ms. Flowers will be required to reside in the City of Tacoma, will be subject to an annual performance review, and will be subject to a reappointment and reconfirmation process every two years; and

WHEREAS, pursuant to Tacoma City Charter section 4.18, the City Council must vote to confirm the Public Utility Board's appointment of a Director of Utilities; and

WHEREAS, pursuant to Tacoma Municipal Code section 1.12.110H, if the Public Utility Board determines that payment of severance benefits should be authorized as part of an agreement to secure or retain the services of the Director of Utilities, then such agreement shall be initiated by the Public Utility Board, subject to approval by the City Council; Now, therefore,

BE IT RESOLVED BY THE PUBLIC UTILITY BOARD OF THE CITY OF TACOMA:

Sec. 1. That Jackie Flowers is hereby appointed Director of Utilities of the City of Tacoma, effective August 1, 2018.

Sec. 2. That the offer of employment letter between the City of Tacoma and Jackie Flowers is hereby approved in the form as on file with the Clerk of the Board, and the City Council is requested, pursuant to Tacoma City Charter section 4.18 to confirm the appointment, and pursuant to Tacoma Municipal Code

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section 1.12.110.H, to approve the portion of the offer of employment letter providing severance benefits.

Approved as to form and legality:

Monique Jurkowski
Chair

Z. C. Howell
Chief Deputy City Attorney

Woodrow Jones
Secretary

Charlene Jacobs
Clerk

Adopted 6-6-18