



RESOLUTION NO. U-11082

1 A RESOLUTION related to approving the retention service and severance
2 payment agreements between the City of Tacoma and Click! non-
3 represented employees.

4 WHEREAS the City and Click! Unit have negotiated a Retention
5 Agreement and Severance Agreement (“Agreements”), and

6 WHEREAS the proposed Retention Agreement applies to non-
7 represented employees who have been deemed essential for the transition of
8 Click! operations to a new partner, and

9 WHEREAS the Retention Agreement covers ten employees currently
10 whose employment is considered essential and is deemed as essential by the
11 Director of Utilities or until Click! ceases operations as a City-owned entity; and

12 WHEREAS the employees would be eligible for a one-time lump sum
13 payment of \$15,000 in compensation for their successful contribution under the
14 Retention Agreement, and

15 WHEREAS, within the time period deemed as essential, under the terms
16 of the Retention Agreement, essential employees shall receive one (1) floating
17 holiday (8 hours) every two months during the time they are employed with
18 Click!, the first holiday will be awarded retroactive April 1, 2019, with
19 subsequent days awarded each two months thereafter (subject to customary
20 usage and cash out restrictions consistent with TMC 1.12.200(2)); and

21 WHEREAS the Severance Agreement provides severance payments for
22 non-represented Click! employees who lose their employment with the City of
23 Tacoma through the layoff process, and



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WHEREAS eligible employees who are subject to the layoff will 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 under the Severance Agreement, and


WHEREAS, in addition, under the Severance Agreement, the employee 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 now appears in the best interest of the City that the proposed Agreements between non-represented employees and the City be approved; Now, therefore,

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

That said proposed Retention Agreement and Severance Agreement between the City of Tacoma and Click! non-represented employees are approved, and the City Council is requested to concur in the approval and pass and implement any necessary compensation ordinance, and authorize the proper officers of the City to execute and implement the said Agreements substantially in the form on file in the Office of the Clerk of the Board, as approved by the City Attorney.

Approved as to form and legality:



Chief Deputy City Attorney

Chair

Secretary

Clerk

Adopted _____