



TO: Elizabeth Pauli, City Manager
FROM: Jackie Flowers, Director of Utilities
COPY: City Council, City Clerk, Clerk of the Public Utility Board
SUBJECT: A resolution related to approving the retention service and severance payment agreements between City of Tacoma and Click! non-represented employees—
May 7, 2019
DATE: April 19, 2019

SUMMARY: A resolution related to approving the retention service and severance payment agreements between City of Tacoma and Click! non-represented employees.

STRATEGIC POLICY PRIORITY:

- Encourage and promote an efficient and effective government, which is fiscally sustainable and guided by engaged residents.

BACKGROUND: This resolution recommends approval of Retention Incentive Agreements and Severance Agreements between the City of Tacoma and Click! non-represented employees. The Retention Incentive will apply to non-represented employees who have been deemed essential for transitioning Click! operations to a new partner. The terms of the Agreements are identical to the agreement negotiated by the City with International Brotherhood of Electrical Workers, Local 483, Click! Unit and Washington State Council of County and City Employees, Local 120. There are 10 employees subject to the Retention Incentive Agreement, and the number of employees who may be subject to the Severance Agreement is unknown at this time.

RECOMMENDATION: The Retention Incentive Agreement provides a retention incentive for non-represented, eligible, Click! employees whose employment is considered essential for the continued operations of Click!. There are 10 employees subject to the Retention Agreement. 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. In addition, throughout the time period an employee is deemed "essential" under the terms of the Retention Incentive 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).

The Severance Agreement provides severance payments for non-represented Click! employees who lose their employment with the City of Tacoma through the layoff process. Eligible employees who are subject to 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. In addition, the employee would be eligible for the equivalent of 4 months of medical insurance premiums for COBRA coverage, including dental and vision, in a lump sum payment.