

RESOLUTION NO. 236

A RESOLUTION OF THE CITY OF UNIVERSITY PLACE, WASHINGTON,
AUTHORIZING ADDITIONAL BENEFITS FOR EMPLOYEES DESIGNATED FOR
LAYOFF.

WHEREAS, The City has tentatively identified six to eleven positions that could be eliminated as a result of year 2000 budget cuts;

WHEREAS, Most of the positions identified for elimination are currently filled, and eliminating these positions would result in layoffs;

WHEREAS, The City of University Place Personnel Policies allow for 25% sick leave cash out for employees who have served for at least two years with the City; and

WHEREAS, The City Council wishes to do its part in alleviating the impacts of possible unemployment; NOW, THEREFORE,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF UNIVERSITY PLACE,
WASHINGTON, AS FOLLOWS:

Section 1. Early Sick Leave Cash Out Vesting Approval. Approve early sick leave cash out (25%) vesting for employees who are designated for layoff and who do not have at least two years of service with the City.

Section 2. Severance Pay Approval. Approve severance pay equal to one month's health (medical, dental, and vision) insurance premium for each employee designated for layoff; each severance payment will be based on the employee's 1999 health insurance enrollment plus the monthly COBRA administration charge and year 2000 cost increases.

Section 3. Ratification and Confirmation. Any acts made consistent with the authority and prior to the effective date of this resolution are ratified and confirmed.

Section 4. Effective Date. This resolution shall take effect immediately upon signing.

ADOPTED BY THE CITY COUNCIL ON SEPTEMBER 20, 1999.


Debbie Klosowski, Mayor

ATTEST:


Susan Matthew, City Clerk