

RESOLUTION NO. 431

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF UNIVERSITY PLACE,  
WASHINGTON, CLARIFYING AND RENEWING THE CITY MANAGER'S AUTHORITY  
TO OFFER SEPARATION AGREEMENTS AND OTHER ASSISTANCE TO  
EMPLOYEES AFFECTED BY THE CITY'S REDUCTION IN FORCE**

**WHEREAS**, due to reductions in the City's general fund stemming from the passage of Initiatives 695 and 776 and Referendum 747, and the elimination of State Legislature approved backfill funds, the City must reduce service levels; and

**WHEREAS**, the City Council value its employees and wishes to ease the transition of those employees who will be separated from employment due to a reduction in force; and

**WHEREAS**, the policy of the City Council has been to provide transition assistance to employees affected by a reduction in force; and

**WHEREAS**, the City Council wishes to clarify and renew the City Manager's authority to extend separation agreements to employees who are affected by a reduction in force; NOW, THEREFORE,


**THE CITY COUNCIL OF THE CITY OF UNIVERSITY PLACE, WASHINGTON, RESOLVES AS  
FOLLOWS:**

Section 1. Clarifying and Renewing City Manager's Authority to Execute Separation Agreements. The City Manager is authorized to enter into Separation Agreements with City employees who will be separated from employment during 2004 and 2005. The City Manager is specifically authorized, in his sole discretion, to execute written separation agreements that provide for: up to two weeks of severance compensation; cashing out an additional one-quarter of the accrued but unused sick leave for affected employees; and to pay the employer's share of an affected employee's medical, dental and health benefit for the calendar month after the separation date.

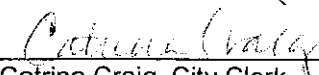
Section 2. Renewing the City Manager's Authority to Provide Out Placement Services. The City Manager is authorized to enter into an agreement with the Career Management Institute to provide outplacement services not to exceed Eight Hundred Twenty-Five Dollars per affected Employee.

Section 3. Effective Date. This Resolution shall take effect immediately upon its adoption.

**DONE THIS 9th DAY OF FEBRUARY 2004.**

  
Ken Grassi, Mayor

**ATTEST:**

  
Catrina Craig, City Clerk