

RESOLUTION NO 606

**A RESOLUTION OF THE CITY OF UNIVERSITY PLACE, WASHINGTON,
CLARIFYING AND AUTHORIZING THE CITY MANAGER EXTEND CERTAIN
VACATION AND SICK LEAVE CASH OUT AND OTHER ASSISTANCE TO
EMPLOYEES AFFECTED BY THE CITY'S REDUCTION IN FORCE**

WHEREAS the amount of anticipated funds available for expenditure on personnel has declined do to the local and state economic down turn 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 certain benefit assistance and other assistance to employees affected by the City's reduction in force
NOW THEREFORE

THE CITY COUNCIL OF THE CITY OF UNIVERSITY PLACE WASHINGTON RESOLVES AS FOLLOWS


Section 1 Clarifying and Renewing the City Manager's Authority to Execute the Extension of Cash Outs The City Manager is authorized to allow employees affected by the reduction in force the ability to choose to either cash out their vacation leave up to one hundred and eighty-four (184) hours or extend those hours out into the ensuing months in order to extend medical dental, and vision benefits to the maximum days available based on those hours The City Manager is also authorized to allow those same employees the ability to choose to cash out their accrued and unused accumulated sick leave at twenty-five percent (25%) up to a maximum of one hundred and twenty days (120) or extend those hours out into the ensuing months in order to extend medical dental and vision benefits to the maximum days available based on those hours

Section 2 Authorizing the City Manager to Expand Recall Parameters The City Manager is authorized to extend the current re-employment policy for layoffs from six (6) months to twelve (12) months If funding for a job which was vacated by a laid off employee receives funding that employee will be given priority for their old position and will be reinstated at their most recent pay grade and step Laid off employees who are offered re-employment during this twelve (12) month period but decline the City's offer may be removed from the re-employment list

Section 3 Authorize the City Manager to use Outplacement services The City manager is authorized to extend outplacement services for laid off employees in an amount not to exceed \$5 000 for the contract

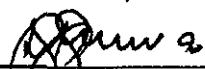
Section 4 Effective Date This resolution shall take effect immediately upon its adoption

ADOPTED BY THE CITY COUNCIL ON DECEMBER 1, 2008



Linda Bird, Mayor

ATTEST



Emeraldia Genetia City Clerk

M:\RES\2008\606 CM Authority for Layoff Process