

From: jdryer@ci.tacoma.wa.us

Subject: Notification of Potential Layoffs

Date: November 17, 2011 11:20:33 AM PST

To: roberta@pte17.org

Cc: rey.arellano@cityoftacoma.org, jstgermain@ci.tacoma.wa.us,
robert.mcnair-huff@ci.tacoma.wa.us

Dear Roberta,

Because of a significant shortfall regarding the City's 2011-2012 biennial budget, we have found that a reduction in the workforce is required. This is not a step we take lightly or without a great deal of detailed assessment of the City's core business functions and the impact on our valued employees.

The projected conservative General Government Fund budget shortfall is a \$31 million dollar deficit. However, the City's is undertaking a phased-approach to cost reduction activities and has asked Departments to submit initial proposals based upon a \$23 million dollar deficit shortfall.

Currently, seven (7) employees represented by your Union are expected to be laid off as a result of a reduction in force based upon the \$23 million dollar shortfall scenario. However, this number is preliminary and may change depending on the implementation of various layoff mitigation activities we can agree to, and our ongoing review of General Government budget projections. If we are asked to address the \$31 million shortfall, additional positions may be identified for a potential layoff in late January and/or early February, 2012.

Layoffs of affected employees will be effective January 6, 2012, with official notification scheduled for December 5-6th, 2011. Please find attached the layoff implementation schedule.

These are difficult and challenging times, but we stay committed to working with you and your representatives to ensure that layoffs are handled in a fair and compassionate manner. Please let me know at your earliest opportunity when you can meet and discuss the specifics surrounding these potential layoffs.

Sincerely,

John

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