

To: Employees of Ronald Wastewater District

From: The Committee of Elected Officials (CEO) for RWD Assumption:

Subject: Shaping the Future with the Talent of Today

Whether you provide maintenance in the field or take care of business in the office, you are part of the team that has provided quality local utility service to your customers since 1951. As the City of Shoreline and the Ronald Wastewater District draw nearer to the time when our teams join together, we want you to know that you are valued and needed to continue to provide the services you currently provide for District rate payers.

When two organizations come together, employees sometimes become concerned about job security. We want you to know that we, the elected officials of both the City and Ronald, do not plan to eliminate any jobs as a result of the assumption, even after the one year guarantee that is already in place as identified in Section 3.7 of the Interlocal Operating Agreement. In fact, the Operating Agreement states:

*"The City and the District agree that a fair and equitable transition of the employees of the District at the time of assumption by the City is critical to maintain the efficient operations of the wastewater services. The employees at the District represent a valuable asset to the City as they assume operations of the District."*

City staff are looking forward to melding our organizations as they anticipate that there are skills and abilities that you will bring to the City team that enhance the ability of all of us to better serve the Shoreline community. The City is also looking to invest in your success, as the City values professional development and opportunities for skill and career enhancement.

Some of you already work closely with City staff, but there are others in both of our organizations that have not had this opportunity. Shoreline's City Manager, Debbie Tarry, and Michael Derrick will be looking for opportunities for City staff to get to know you and for you to get to know them – before the assumption even happens. We hope that this will make for an easier transition and help clarify some of the unknown that happens when two organizations consolidate.

After the assumption, the City of Shoreline will simply expect you to do the good work you have been doing all along - providing high quality public services with integrity and a high level of customer service. After all, there are still 190 miles of pipeline to maintain, 17 lift stations to take care of, 16,352 side sewer connections that need support and lots and lots of customer accounts that need the service of the entire team.