



TO: Mayor and City Council Members
FROM: City Manager's Performance Review Committee
COPY: T.C. Broadnax, City Manager
SUBJECT: Employment Agreement for City Manager T.C. Broadnax – Requested by the City Manager's Performance Review Committee – February 11, 2014
DATE: January 22, 2014

SUMMARY:

A resolution reconfirming the appointment of the City Manager and authorizing the execution of an employment agreement with T.C. Broadnax to serve as City Manager of Tacoma from February 13, 2014, through February 12, 2016.

COUNCIL SPONSORS:

City Manager's Performance Review Committee: Mayor Strickland, Deputy Mayor Woodards, and Council Members Campbell and Walker.

BACKGROUND:

On January 10, 2012, the City Council adopted Resolution No. 38402, authorizing the execution of an agreement with T.C. Broadnax to serve as the City Manager of the City of Tacoma for the period of February 13, 2012, through February 12, 2014. On December 17, 2013, City Manager T. C. Broadnax received a performance review from the City Council for the time period of February 2012 through November 2013. The City Manager was rated in four key areas: Assisting Council with Policy Making, Internal Administration, External Relations, and Personal Accomplishments.

Overall, the City Council rated the City Manager's performance between meeting and exceeding expectations. He received high ratings in the areas of financial management and budget expertise, implementation of Council priorities and strategic objectives, setting high professional standards, responsiveness, and community engagement. Focus areas for improvement included communications, relationship-building and professional development.

The Performance Review Committee met on January 31, 2014, to review the City Manager's performance for the period of December 2013 through January 2014. The full City Council met in Executive Session on February 4, 2014, to review the performance of the City Manager for said period.

This resolution provides for reconfirmation of the City Manager's appointment and authorization by the City Council to enter into an agreement with T.C. Broadnax to serve as the City Manager, with the basic function of chief administrative officer of the City's general government, responsible to the City Council for the administration of all units of government under its jurisdiction. The proposed agreement acknowledges that the City Manager is appointed and serves at the pleasure of the City Council.

ISSUES:

Section 3.1 of the Tacoma City Charter requires that City Council review the City Manager's performance annually, and every two years "shall vote on whether to reconfirm the appointment of the City Manager." The City Council's current employment agreement with T.C. Broadnax ends February 12, 2014; therefore, the City Council must vote on whether to reconfirm the City Manager's appointment and consider a new employment agreement.



ALTERNATIVES:

The City Council must take a vote on reconfirmation prior to February 12, 2014, to be in compliance with the terms of the City Charter. If the City Council does not reconfirm the appointment of the City Manager, an Interim City Manager would need to be appointed.

RECOMMENDATION:

The City Manager's Performance Review Committee recommends reconfirming the appointment of and authorizing a two year employment agreement with T.C. Broadnax.

FISCAL IMPACT:

Fiscal impact will be provided prior to Council consideration of this resolution.