



## RESOLUTION NO. 40666

1 BY REQUEST OF MAYOR WOODARDS

2 A RESOLUTION ratifying the Annual Performance Review of the City Manager,  
3 and authorizing the execution of an amendment to the employment  
4 compensation agreement with Elizabeth Pauli to serve as City Manager of  
the City of Tacoma, retroactive to May 16, 2020.

5 WHEREAS Section 3.1 of the Tacoma City Charter requires the City  
6 Council to review the City Manager's performance annually, and

7 WHEREAS, on May 14, 2019, the City Council approved a motion  
8 authorizing the execution of an employment compensation agreement with  
9 Elizabeth Pauli to serve as City Manager of the City of Tacoma for the period of  
10 May 16, 2019, through May 15, 2021, and

11 WHEREAS, due to the COVID-19 pandemic, the City Council extended the  
12 timeframe to conduct the review of the City Manager's performance for the period  
13 of June 2019 through May 2020, and rate her performance, and

14 WHEREAS the City Council met in Executive Session during August and  
15 September 2020 to rate her performance, and

16 WHEREAS the City Council has determined that Elizabeth Pauli has  
17 achieved certain performance outcomes, and, pursuant to the current employment  
18 compensation agreement, Section 5.A, she is entitled to an increase in  
19 compensation, and

20 WHEREAS all non-represented City employee salary schedules were  
21 increased by a 3 percent general wage adjustment in January 2020, and

22 WHEREAS the City Manager's salary schedule was not increased by the  
23  
24  
25  
26



1 3 percent general wage adjustment until after her annual performance review was  
2 conducted, and

3 WHEREAS the City Council now desires to approve the 3 percent general  
4 wage adjustment to the City Manager's salary schedule, and continue to pay the  
5 City Manager at step 5B but on the new schedule, which is equal to \$272,563.20  
6 annually, constituting a \$7,924.80 increase above her current salary; in addition,  
7 the City Council desires to continue to pay the maximum IRS allowed annual  
8 deferral contribution to the City Manager's 457(b) plan and add to this amount the  
9 Age 50 Catch-up annual deferral contribution, currently equal to \$6,500, with all  
10 contribution amounts to be paid by the end of January 2021, and  
11

12 WHEREAS the City Council recommends ratification of the annual *City*  
13 *Manager Performance Review*, and further recommends amending the  
14 employment compensation agreement with Elizabeth Pauli, retroactive to May 16,  
15 2020, to include the new annual salary and the continued payment of the  
16 maximum deferred compensation contribution including the Age 50 Catch-up  
17 annual deferral contribution currently equal to \$6,500 to the City Manager's  
18 457(b) plan; Now, Therefore,  
19

20 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

21 Section 1. That the City Council hereby ratifies the *City Manager*  
22 *Performance Review* for the period of June 2019 through May 2020, as on file in  
23 the office of the City Clerk.  
24

25 Section 2. That the City Council hereby authorizes the execution of an  
26 amendment to the employment agreement with Elizabeth Pauli, retroactive to



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

May 16, 2020, to include (1) a new annual salary of \$272,563.20; and, in addition,  
(2) continue to pay the maximum IRS allowed annual deferral contribution (which  
may be adjusted in 2021) to the City Manager's 457(b) plan account and add to the  
employer contribution the Age 50 Catch-up annual deferral contribution (which may  
be adjusted in 2021), currently equal to \$6,500, with all contributions to be paid by  
the end of January 2021.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

\_\_\_\_\_  
City Clerk

Approved as to form:

\_\_\_\_\_  
City Attorney