



RESOLUTION NO. 40981

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, 2022.

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 11, 2021, 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, 2021, through May 15, 2023, and

11 WHEREAS the City Council met in Executive Session during April and
12 May 2022 to rate her performance, and

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

17 WHEREAS all non-represented City employee salary schedules were
18 increased by a 2 percent general wage adjustment in January 2022, and

19 WHEREAS the City Manager's salary schedule would not be increased by
20 the 2 percent general wage adjustment until after her annual performance review
21 was conducted, and

22 WHEREAS the City Council now desires to approve the 2 percent general
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1 wage adjustment to the City Manager's salary schedule, and move the City
2 Manager from step 5C to step 5D on the new schedule, which is equal to \$287,872
3 annually, constituting a \$9,152 increase above her current salary, and

4 WHEREAS the City Council recommends ratification of the annual *City*
5 *Manager Performance Review*, and further recommends amending the
6 employment compensation agreement with Elizabeth Pauli, retroactive to May 16,
7 2022, to include the new annual salary, 20 days of administrative leave, a one-time
8 lump sum payment of \$20,000 into the City Manager's 401(a) plan; in addition, the
9 City Council desires to continue to pay the maximum IRS allowed annual deferral
10 contribution to the City Manager's 457(b) plan and add this amount to the Age 50
11 Catch-up annual deferral contribution, currently equal to \$6,500, with all
12 contribution amounts to be paid by the end of January 2023; Now, Therefore,

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

15 Section 1. That the City Council hereby ratifies the *City Manager*
16 *Performance Review* for the period of June 2021 through May 2022, as on file in
17 the office of the City Clerk.

18 Section 2. That the City Council hereby authorizes the execution of an
19 amendment to the employment agreement with Elizabeth Pauli, retroactive to
20 May 16, 2022, to include (1) a new annual salary of \$287,872, (2) 20 days of paid
21 administrative leave in 2023, (3) a one-time lump sum payment of \$20,000 into the
22 City Manager's 401(a) deferred compensation plan to be paid prior to the end of
23 2022, and (4) continue to pay the maximum IRS allowed annual deferral
24 contribution (which may be adjusted in 2023) to the City Manager's 457(b) plan
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account and add to the employer contribution the Age 50 Catch-up annual deferral contribution (which may be adjusted in 2023), currently equal to \$6,500, with contributions to be paid by the end of January 2023.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

City Attorney