



RESOLUTION NO. 40065

1 BY REQUEST OF MAYOR WOODARDS AND COUNCIL MEMBERS HUNTER,
2 MELLO, AND USHKA

3 A RESOLUTION ratifying the Annual Performance Review of the City Manager,
4 and authorizing the execution of an amendment to the employment
5 compensation agreement with Elizabeth Pauli to serve as City Manager of
6 the City of Tacoma, retroactive to May 16, 2018.

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

9 WHEREAS, on May 23, 2017, the City Council approved a motion
10 authorizing the execution of an employment compensation agreement with
11 Elizabeth Pauli to serve as City Manager of the City of Tacoma for the period of
12 May 16, 2017, through May 15, 2019, and

13 WHEREAS the City Manager Performance Review Committee met on
14 June 13, 2018, and June 18, 2018, to review the City Manager's performance for
15 the period of May 16, 2017, through May 15, 2018, and rate her performance, and

16 WHEREAS the City Council met in Executive Sessions on June 19, 2018,
17 and July 10, 2018, to review the performance of the City Manager for said period,
18 and

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

23 WHEREAS all non-represented City employee salary schedules were
24 increased by a 3 percent general wage adjustment in January 2018, and
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WHEREAS the City Manager’s salary schedule was not increased by the 3 percent general wage adjustment until after her annual performance review was conducted, and

WHEREAS the City Council now desires to approve the 3 percent general wage adjustment to City Manager’s salary schedule, and pay the City Manager at step 5A on the new schedule, which is equal to \$253,745.86 annually, constituting a \$16,397 increase above her current salary, and

WHEREAS the City Manager Performance Review Committee recommends ratification of the *2018 Annual Performance Review of the City Manager*, and further recommends amending the employment compensation agreement with Elizabeth Pauli, retroactive to May 16, 2018, to include the new annual salary;

Now, Therefore,

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

Section 1. That the City Council hereby ratifies the *2018 Annual Performance Review of the City Manager* for the period of May 16, 2017, through May 15, 2018.

Section 2. That the City Council hereby authorizes the execution of an amendment to the employment agreement with Elizabeth Pauli retroactive to May 16, 2018, to include a new annual salary of \$253,745.86, and to clarify that her annual performance review shall occur by May of each year to coincide with



1 her appointment date, said document to be substantially in the form of the
2 proposed agreement on file in the office of the City Clerk.

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4 Adopted _____

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Mayor

7 Attest:
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9 _____
City Clerk

10 Approved as to form:
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12 _____
13 City Attorney

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