



TO: T.C. Broadnax, City Manager
FROM: Mayor Strickland, on behalf of the City Manager Performance Review Committee
COPY: City Council and City Clerk
SUBJECT: Resolution – Reconfirming the Appointment of the City Manager and Authorizing the Execution of an Employment Agreement – May 3, 2016]
DATE: April 19, 2016

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, 2016 through February 12, 2018.

COUNCIL SPONSORS:

The City Manager Performance Review Committee: Mayor Strickland and Council Members Campbell, Lonergan and Woodards.

STRATEGIC POLICY PRIORITY:

This resolution best aligns with the following strategic policy priority:

- Encourage and promote an efficient and effective government, which is fiscally sustainable and guided by engaged residents.

BACKGROUND:

Per the City Charter, Section 3.1, The City Council shall review the City Manager’s performance annually and every two years shall vote on whether to reconfirm the appointment of the City Manager. 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 February 11, 2014, the City Council adopted Resolution No. 38846 authorizing the execution of an agreement with T. C. Broadnax to service for another two years, February 13, 2014 through February 12, 2016.

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.

The City Manager Performance Review Committee met on March 15, 2016, to review the City Manager’s performance for the period of February 13, 2015 through February 12, 2016. The full City Council met in Executive Sessions on February 23, 2016, March 22, 2016, March 29, 2016, April 5, 2016, and April 12, 2016, to review the performance of the City Manager for said period.

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, implementation of Council priorities and strategic objectives, setting high professional standards, responsiveness, and community engagement. Focus areas for improvement included internal administration, and external relations.



ISSUE:

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 ended February 12, 2016; 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 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 T.C. Broadnax and authorizing a two year employment agreement with him.

FISCAL IMPACT:

Should this resolution be adopted, the employment agreement effective February 13, 2016 provides for the City Manager to receive an increase in salary and benefits. The incremental annual salary and benefit increase is \$10,708.61. This increase was included in the 2015-2016 biennial budget.