



TO: Elizabeth Pauli, City Manager
FROM: Mayor Woodards
COPY: City Council and City Clerk
SUBJECT: Resolution ratifying the Annual Performance Review of the City Manager and authorizing the execution of an amendment to the employment compensation agreement with Elizabeth Pauli to serve as City Manager of the City of Tacoma – May 24, 2022
DATE: May 18, 2022

SUMMARY AND PURPOSE:

Ratifying the Annual Performance Review of the City Manager, and authorizing the execution of an amendment to the employment compensation agreement with Elizabeth Pauli to serve as City Manager of the City of Tacoma, retroactive to May 16, 2022.

COUNCIL SPONSORS: Mayor Woodards

BACKGROUND:

On May 11, 2021, the City Council approved a motion authorizing the execution of an employment compensation agreement with Elizabeth Pauli to serve as City Manager of the City of Tacoma for the period of May 16, 2021, through May 15, 2023. The City Council met in Executive Session during April and May 2022 to rate her performance. The City Council has determined that Elizabeth Pauli has achieved certain performance outcomes, and, pursuant to the current employment compensation agreement, Section 5.A, she is entitled to an increase in compensation.

The City Council is recommending ratification of the annual City Manager Performance Review, and further recommends amending the employment compensation agreement with Elizabeth Pauli, retroactive to May 16, 2022, to include the new annual salary, 20 days of administrative leave, a one-time lump sum payment of \$20,000 into the City Manager’s 401(a) plan, and the continued payment of the maximum deferred compensation contribution including the Age 50 Catch-up annual deferral contribution, currently equal to \$6,500, to the City Manager’s 457(b) plan.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The Resolution will impact the entire City as a whole by fulfilling the mandate of the City Charter, which requires the City Council to annually conduct a review of the City Manager’s performance. In conducting its review, the Council has sought input on the City Manager’s performance from underrepresented communities.

2025 STRATEGIC PRIORITIES:

Equity and Accessibility:

The City Manager has been leading the City’s efforts to reduce racial and other inequities to underrepresented communities, so her continued appointment and the review of her performance is vital to this cause.

All of the Tacoma 2025 strategic goals will be impacted.



Explain how your legislation will affect the selected indicator(s).

The City Manager is the chief executive officer for the City and is responsible for directing the actions related to achieve the 2025 strategic goals.

ALTERNATIVES:

The City Council can alter, modify, or reject the performance review document and the recommended increase in annual compensation.

EVALUATION AND FOLLOW UP:

The City Manager has achieved certain performance outcomes, and, pursuant to Section 5.A of the current employment compensation agreement, is entitled to an increase in compensation.

STAFF/SPONSOR RECOMMENDATION:

The City Council is recommending ratification of the annual City Manager Performance Review, and further recommends amending the employment compensation agreement with Elizabeth Pauli, retroactive to May 16, 2022, to include the new annual salary, 20 days of administrative leave, a one-time lump sum payment of \$20,000 into the City Manager’s 401(a) plan, and the continued payment of the maximum deferred compensation contribution including the Age 50 Catch-up annual deferral contribution, currently equal to \$6,500, to the City Manager’s 457(b) plan

FISCAL IMPACT:

The costs associated with the salary increase, administrative leave, 401(a) match and the one time payment into the 401(a) plan are approximately \$30,131.

Fund Number & Name	COST OBJECT (CC/WBS/ORDER)	Cost Element	Total Amount
1. 5800 – CMO, Internal Services Fund – City Manager’s Office	598200	5110455	\$30,131
TOTAL			

What Funding is being used to support the expense?

Funding is in the City Manager’s Office departmental budget in the Internal Service Fund 5800.

Are the expenditures and revenues planned and budgeted in this biennium’s current budget?

YES

Are there financial costs or other impacts of not implementing the legislation?

YES

Will the legislation have an ongoing/recurring fiscal impact?

YES



City of Tacoma

City Council Action Memorandum

Will the legislation change the City's FTE/personnel counts?
No

ATTACHMENTS:

- Annual Performance Review of the City Manager