



## RESOLUTION NO. 39141

1 BY REQUEST OF MAYOR STRICKLAND

2 A RESOLUTION amending the Employment Agreement with City Manager  
3 T.C. Broadnax to address merit pay and salary compression by changing the  
4 annual base salary and deferred compensation contribution.

5 WHEREAS, on February 11, 2014, the City Council adopted Resolution  
6 No. 38846, authorizing the execution of an agreement with T.C. Broadnax to serve  
7 as the City Manager of the City of Tacoma for the period of February 13, 2014,  
8 through February 12, 2016, and

9 WHEREAS the Employment Agreement provides for annual City Manager  
10 performance reviews by the City Council and eligibility for annual merit increases  
11 tied to performance outcomes, and  
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13 WHEREAS the City Manager received an annual performance review in  
14 January 2015 and was rated in four key areas: assisting the City Council with  
15 Policy Making, Internal Administration, External Relations, and Personal  
16 Accomplishments, and  
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18 WHEREAS the Employment Agreement provides that “[i]n conjunction with  
19 Employee’s January 2015 performance review, and annually thereafter, Council  
20 agrees to review Employee’s salary in relation to issues of compression with  
21 salaries of executive management staff,” and  
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23 WHEREAS the City Council reviewed the City Manager’s annual base  
24 salary in relation to issues of compression with salaries of executive management  
25 staff, and determined that compression issues exist, and  
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WHEREAS, in accordance with the foregoing, the Employment Agreement shall be amended to: (1) increase the annual base salary from \$235,373 to \$243,318, Step 4D of the City Manager classification, effective February 13, 2015; and (2) change the annual deferred compensation from “up to three percent (3%) of Employee’s salary, to the maximum annual amount permitted pursuant to Section 457 of the Internal Revenue Code at the time of the execution of this amended Employment Agreement”; Now, Therefore,

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

That the City Council hereby authorizes the execution of the amended Employment Agreement with T.C. Broadnax for the period of February 13, 2015, through February 12, 2016, said document to be substantially in the form of the proposed agreement on file in the office of the City Clerk.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:  
  
\_\_\_\_\_  
City Clerk

Approved as to form:  
  
\_\_\_\_\_  
Deputy City Attorney