

RESOLUTION NO. 148

A RESOLUTION OF THE CITY OF UNIVERSITY PLACE, WASHINGTON, AMENDING CITY MANAGER EMPLOYMENT AGREEMENT.

WHEREAS, on September 6, 1995, the City Council adopted Resolution No. 54 approving the City Manager Employment Agreement; and

WHEREAS, at a Regular Meeting on May 5, 1997, in Executive Session, the City Council conducted a performance and compensation review with the City Manager in accordance with provisions of the City Manager Employment Agreement; and

WHEREAS, the City Council finds the City Manager's performance to have met or exceeded performance standards; now, therefore,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF UNIVERSITY PLACE AS FOLLOWS:

Section 1. City Manager Employment Agreement Amended. Effective February 1, 1997, the City Manager Employment Agreement is amended as follows:

Item 6, Compensation, is amended to award a 2.4% merit pay increase from \$7,145 per month to \$7,317 per month;

Item 7, Retirement, is amended to increase the City's 457 Deferred Compensation contribution by 1.5% from 3.5% to 5%;

Item 9, Vacation, is amended from 20 to 22 days per year, with employee option to cash out up to 40 hours per year of unused accrued vacation;

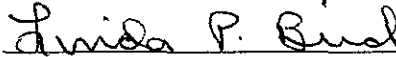
Item 10, Other Benefits, is amended to allow a one time only management leave of 5 days, non-accrued ("use it or lose it,") in consideration of extra effort on the City's behalf this past year;

Item 15, Termination and Severance Pay, is amended to increase from 3 months to 5 months of severance pay, or time following written notice, or combination of cash and time totaling 5 months, at Council's option;

Item 17, General Provisions, The City Manager's Employment Agreement of September 16, 1995 and March 4, 1996, is hereby further ratified and confirmed including these amendments.

Section 2. Effective Date. This resolution shall take effect immediately upon adoption.

ADOPTED BY THE CITY COUNCIL ON MAY 19, 1997.



Linda P. Bird, Mayor

Attest:



Susan Matthew, City Clerk