

RESOLUTION NO. 221

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

WHEREAS, the City Council adopted Resolution No. 54 approving the City Manager Employment Agreement and subsequently amended the agreement in Resolution No. 91, Resolution No. 148; and Resolution No. 177; and

WHEREAS, at a Special Meeting on May 10, 1999, 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, 1999, the City Manager Employment Agreement is amended as follows:

Item 6, Compensation, is amended to award a merit pay increase from \$8,074 per month to \$8,316 per month (a 3% increase).

Item 7, Retirement, is increased from 7 ½ to 8 ½ % Deferred Compensation (a 1% increase), and is amended to authorize Employee's participation in an Alternative 401 Plan as may be established by Council and to allow Employee to direct City-paid Deferred Compensation towards any City-approved qualified retirement plan (PERS/401/457)

Item 9, Vacation is amended to remain at 22 days per year with a 500 hour limit on accrued vacation time and Employee's option to cash out vacation hours increased from 40 hours to 80 hours per year of unused accrued vacation.

Item 10, Other Benefits, is amended to award 5 days management leave, non-accrued ("use it or lose it") in consideration of extra effort on the City's behalf this past year. In recognition of Employee's contribution to the City and as inducement to Employee to remain with the City, a Longevity Incentive is

approved increasing the Sick Leave cash out at separation from 25% in 1999 to 50% on May 2001, 75% on May 2002 and 100% on May 2003 or thereafter.

Item 11, Automobile/Travel. Car allowance is increased from \$300 to \$350 per month.

Item 17, General Provisions, The City Manager's Employment Agreement of September 16, 1995, March 4, 1996, May 19, 1997, and May 4, 1998 is hereby further ratified and confirmed including these amendments.

Section 2. Effective Date. This resolution shall take effect immediately upon adoption and be retroactive to Employee's Annual Review date of February 1, 1999.

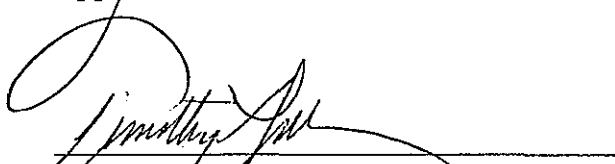
ADOPTED BY THE CITY COUNCIL ON May 24, 1999.

  
Debbie Klosowski, Mayor

Attest:

  
Susan Matthew, City Clerk

Approved as to Form:

  
Tim Sullivan, City Attorney