

**RESOLUTION NO. 403**

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

WHEREAS, the City Council adopted Resolution No. 54 approving the City Manager Employment Agreement and subsequently amended the agreement with Resolution No. 91, No. 148, No. 177, No. 221, No. 274, and No. 343; and,

WHEREAS, the City Council finds that the Towne Center Project and the City's multi-year financial strategy warrants a multi-year commitment from its chief executive officer; and

WHEREAS, the City Manager is willing to commit to the City at least through July 2007, at market compensation levels, subject to his continued satisfactory performance per annual evaluations; NOW THEREFORE,

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

Section 1. City Manager Employment Agreement Amended. Effective August 15, 2003, the City Manager Employment Agreement is amended for fiscal years 2003-2007 as follows:

Item 6. Compensation. is amended to grant a market adjustment increase of \$500 per month from \$9,857 to \$10,357 effective August 15, 2003, and subject to annual satisfactory performance evaluation by March 1 of each year and retroactive to January 1 of that year—the City Manager shall receive a 3% annual total increase (COLA and merit) at the beginning of each year of this Agreement (2004, 2005, 2006, and 2007);

Item 7. Retirement. is amended to allow an additional \$400 per month City contribution to any City qualified retirement account of the employee's selection effective August 15, 2003;

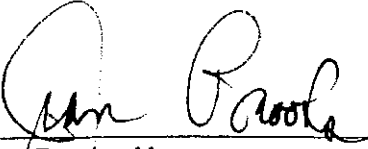
Item 10. Other Compensation/Benefits. is further amended to allow the employee to opt for conversion of 50% of his accrued sick leave balance into base salary beginning January 1, 2006, and any remaining accrued earned balance into base salary beginning January 1, 2007, with all remaining sick leave and vacation accruals as paid upon retirement or separation. Providing, however, should employee voluntarily separate employment prior to July 31, 2007 (except for medical inability to perform his duties or other City Council excused separation) then employee shall waive any remaining sick leave accrual balance.

Item 11. Car Allowance. is increased by \$100 per month from \$350 to \$450, effective August 15, 2003.

Item 12. General/Professional. is amended to recognize the City Manager's continued participation and attendance at the International City Management Association (ICMA) Board meetings and annual conferences.

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

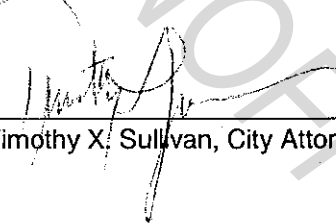
**ADOPTED BY THE CITY COUNCIL ON AUGUST 4, 2003.**

  
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Jean Brooks, Mayor

**ATTEST:**

  
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Catrina Craig, City Clerk

**Approved as to Form:**

  
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Timothy X. Sullivan, City Attorney

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