

FIRST AMENDMENT TO EMPLOYMENT AGREEMENT FOR CITY MANAGER

This amendment to the attached Employment Agreement for City Manager ("Agreement") entered into and between Robert Harrison and the City of Yakima on August 24, 2020 in Resolution R-2020-094 and Contract No: 2020-134 is hereby amended, as follows:

Section 2. Salary and Performance Evaluation.

- A. For the performance of services pursuant to this Agreement, beginning September 1, 2022, the City Manager shall be placed at Step E in Pay Grade 960, City Manager, payable in monthly installments at the same time as other City employees are paid.
- B. The City Manager shall receive pay and compensation adjustments as shall be authorized and approved by the City Council as set forth in the Yakima Municipal Code. Retroactive pay associated with any authorized pay and compensation adjustment shall only be effective to the date listed in Section 2(A).
- C. The City Council shall review the performance of the City Manager. The annual evaluation shall be in such form as the Council deems appropriate and shall be conducted between July 1st and August 31st of each year this Agreement is in effect.

The City Manager's first annual evaluation shall be based on a work plan that includes, but shall not be limited to, specific strategic accomplishments and objectives that shall become the basis for future annual evaluations. The work plan shall be cooperatively developed and modified from time to time and shall be mutually agreed upon by the City Manager and the City Council. The essential elements of the first year work plan shall include, but shall not be limited to:

- Strategic Plan FY 2020-2023
- Annual Business Plan FY 2020
- Five Year Financial Plan FY 2020-2025
- Organizational Management and Process Review

The review process shall be the City Council's resource to identify 1) overall City Manager performance, 2) areas of performance that require modification or improvement, and 3) new performance objectives. Following the annual evaluation process the Mayor shall provide the City Manager with a written summary statement of the Council's findings and comments and thereafter shall arrange an opportunity for the City Manager to discuss the evaluation with the Council. Unless otherwise specifically requested by the City Manager, the evaluation process shall be conducted in executive session and shall be considered confidential to the extent permitted by law.

- D. Other than as permitted under this Section, nothing requires the City Council to increase the base salary or other benefits of the City Manager. Furthermore, the City Council's failure to conduct any annual performance evaluations shall not constitute non-compliance with a material provision of this Agreement.

- E. Beginning January 1, 2021, the City of Yakima will contribute three percent (3%) of base wages to the City of Yakima 457 Deferred Compensation Plan. The City Manager may elect to defer additional wages consistent with the approved 457 plan regulations.

Except as expressly modified herein, all other terms and conditions of the attached agreement shall remain in full force and effect.

This amendment shall become effective once authorized signatories of both parties have signed this Amendment.

CITY OF YAKIMA

CITY MANAGER

By: _____
Janice Deccio
Mayor

By: _____
Robert Harrison
City Manager

Date: _____

Date: _____

ATTEST:

Sonya Claar Tee, City Clerk

City contract no. _____