

RESOLUTION NO. 11-11

---

**AMENDING THE CITY MANAGER'S EMPLOYMENT AGREEMENT, CHANGING FUTURE ANNUAL EVALUATION DATES, AND AUTHORIZING A ONE TIME PERFORMANCE-BASED SALARY INCREASE**

**WHEREAS**, the City Manager's performance has been favorably reviewed by the City Commission of Oregon City; and

**WHEREAS**, the City Commission desires to maintain the Manager's salary as competitive within the market; and

**WHEREAS**, the City Commission and the City Manager have mutually agreed to reduce the city official bond amount requirement to an appropriate amount for a City's population and risk assessment; and

**WHEREAS**, the City Commission and the City Manager have mutually agreed to modify the Manager's annual evaluation date to avoid conflicts with the annual budget schedule, to provide newly elected Commissioners approximately six months of performance evaluation instead of three; and

**WHEREAS**, the City Commission desires to provide a one time performance-based salary increase for the city manager.

**NOW, THEREFORE, OREGON CITY RESOLVES:**

**Section 1.** Bond coverage for the City Manager shall be in the amount of \$250,000.

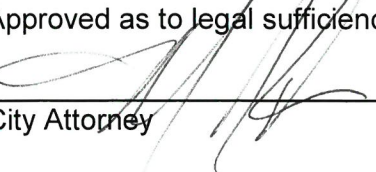
**Section 2.** Evaluation of the City Manager's job performance shall occur in the month of June; effective June 2012.

**Section 3.** The City Manager's salary shall be increased by five percent (5%) effective on his anniversary date of April 7, 2011.

Adopted, signed and approved this 4th day of May 2011.

  
\_\_\_\_\_  
DOUG NEELEY, Mayor

Attested to this 4th day of May 2011,

Approved as to legal sufficiency:  
  
\_\_\_\_\_  
City Attorney

*Kelly Burgoyne* asst. to City Recorder  
for Nancy Ide, City Recorder