



# City Manager Employment Agreement

## Process & Considerations Work Session

March 23, 2026

# City Manager Employment Agreement Process

- Each biennium, Council Rules require a performance review of the City Manager and reexamination of the City Manager's Employment Agreement
- The process takes place during the first quarter of even numbers years
- Salary review follows the completion of the performance evaluation (discussed in Executive Session 3/9/26)
- Traditional to perform compensation analysis based upon a salary survey of surrounding jurisdictions
- City Council reviews, evaluates and decides appropriate compensation amendments to the City Manager's Employment Agreement.



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# Salary Survey of Comparable Jurisdictions

Entity	Population	Salary	Deferred Comp	Deferred Comp %	Car Allowance	Tech Allowance	Annual Total Compensation
West Linn	27,601	\$236,306.00	\$11,815.30	5% Match	\$6,000.00	\$900.00	\$255,021.00
Tigard	57,091	\$231,300.00	\$6,939.00	3% match	\$6,000.00	\$360.00	\$244,599.00
Milwaukie	21,361	\$225,023.00	\$7,876.00	3.50%	\$4,800.00	\$780.00	\$238,479.00
Lake Oswego	41,474	\$213,114.00	\$10,656.00	5.00%	\$6,000.00	\$600.00	\$230,369.00
Oregon City	38,387	\$203,592.00	\$18,873.00	9.27%	\$4,200.00	\$420.00	\$227,085.00
	<b><u>AVERAGE</u></b>	<b>\$221,867.00</b>				<b><u>AVERAGE</u></b>	<b>\$239,110.60</b>
<i>Tualatin</i>	<i>28,318</i>	<i>\$194,966.00</i>	<i>\$16,453.00</i>	<i>8.00%</i>	<i>\$5,000.00</i>	<i>\$1,000.00</i>	<i>\$217,419.00</i>
	<b><u>DIFFEREN</u></b>					<b><u>DIFFERENCE</u></b>	
	<b><u>CE</u></b>	<b>-\$26,901.00</b>					<b>-\$21,691.60</b>
	<b><u>%</u></b>						
	<b><u>DIFFEREN</u></b>					<b><u>%</u></b>	
	<b><u>CE</u></b>	<b>-13.80%</b>				<b><u>DIFFERENCE</u></b>	<b>-9.80%</b>

# Work Session Considerations



- Current City Manager has excellent reputation
- City of Tualatin is a well run and respected jurisdiction with a stable and steady workforce that is a highly desirable organization in which the work
- Salary Survey reveals the City Manager is currently well below market
- Current Salary does not reflect a competitive wage of surrounding jurisdictions nor the tenure of City Manager
- Recommendation to adjust City Manager's compensation to ensure a competitive wage and appropriate representation of work performed.
- Council Discussion



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