

# Agenda Statement

**Meeting Date:** December 16, 2025  
**To:** City Council  
**From:** Jackie C. Wilde, City Manager  
**Agenda Item:** Approving Amendments to the City Manager Employment Agreement Between the City of Whittier and Jackie C. Wilde



---

## **BACKGROUND, JUSTIFICATION, & INTENT:**

The City Council completed the City Manager's one-year performance evaluation in late 2025. Following that evaluation, the Council directed that amendments to the current City Manager Employment Agreement be negotiated to align compensation, benefits, and contract term with the responsibilities and expectations of the position.

These amendments include increasing the annual salary adjustment from 2.5 percent to 3.5 percent, adding one hundred eighty (180) hours of paid leave to the Manager's leave bank, extending the Agreement to a five-year term, and continuing the Manager's use of the City-owned apartment as a housing benefit. The existing Employment Agreement has always included eligibility for an annual performance-based bonus of up to fifteen thousand dollars (\$15,000). Approval of this resolution—reflecting the Council's acceptance of the City Manager's annual performance evaluation, which authorizes payment of the fifteen-thousand-dollar (\$15,000) bonus for the current evaluation period.

The amended Agreement provides the City Manager with the use of a city-owned apartment as a housing benefit at no cost to the Manager. This benefit utilizes existing City housing resources, requires no new appropriation, and does not require rental payments from the Manager.

In considering the amended Agreement, it is important to recognize the progress and outcomes achieved during 2025 under the leadership of City Manager Wilde. Throughout the year, City Manager Wilde advanced significant community, organizational, and economic development initiatives that strengthened Whittier's operational capacity and long-term planning. Notable accomplishments include:

City Manager Wilde led and advanced the City's negotiations with the Alaska Railroad Corporation on critical land transactions necessary for long-range community development and municipal control of essential lands. She also coordinated the City's progress on the Buckner Building environmental assessment process, working closely with federal and state partners to advance cleanup planning and redevelopment strategy.

City Manager Wilde oversaw major infrastructure and feasibility efforts, including the Mountain Goat Court Feasibility Evaluation, continued work on harbor and waterfront improvements, and sustained coordination on DeLong Dock planning. Internally, she strengthened municipal financial oversight, reorganized internal operations for efficiency, enhanced staff development and training, and improved administrative processes across departments.

City Manager Wilde also expanded community engagement through coordination of local events, strengthened intergovernmental relationships, maintained active communication with residents, and supported public safety and emergency preparedness initiatives. These accomplishments reflect sustained progress, strong leadership, and a commitment to advancing Whittier’s long-term interests.

Approval of the amended City Manager Employment Agreement aligns the contract with the scope of work performed and supports ongoing organizational stability and continuity.

**CONSISTENCY CHECKLIST:**

	Yes	No	N/A
1. Legislative Priorities	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Comprehensive Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Whittier Code	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Other	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

**FISCAL NOTE:** The amended Agreement includes the 3.5 percent annual salary adjustment, the addition of one hundred eighty (180) hours of paid leave, and the annual performance-based bonus of up to fifteen thousand dollars (\$15,000). The housing benefit continues at no cost to the Manager. Budget amendments will be required for both the 2025 and 2026 fiscal years.

**ATTORNEY REVIEW:**  Yes  No  Not Applicable

---

**RECOMMENDATION:** Administration recommends approval of Resolution 2025-048.