

**RESOLUTION NO. 23-1016**

**A RESOLUTION AUTHORIZING AMENDMENTS TO COMPENSATION  
FOR THE CITY MANAGER**

**WHEREAS**, Luke Shepard was appointed as City Manager effective November 18, 2022; and

**WHEREAS**, the City Council evaluated the performance of the City Manager in Executive Session under ORS 192.660(2)(i) held on December 13, 2023; and

**WHEREAS**, the Council may amend by resolution the City Manager's compensation in accordance with the City Manager's Employment Agreement, Section 3.

**NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:**

Section 1. Effective retroactively to July 1, 2023, the City Council reinstates the City Manager's annual cost of living adjustment (COLA). The COLA rate for the 2023/24 fiscal year shall be calculated at six percent (6%); and

Section 2. Effective immediately, the City Council reinstates the City Manager's annual Longevity Pay of five percent (5%).

**APPROVED AND ADOPTED BY THE CITY COUNCIL, AND EFFECTIVE THE 13TH  
DAY OF DECEMBER 2023.**

APPROVED



Charles McNeilly, Mayor

ATTEST



Melissa Thompson, City Recorder