

RESOLUTION R-5518

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF KIRKLAND APPROVING AN EIGHTH AMENDED AND RESTATED EMPLOYMENT AGREEMENT BETWEEN THE KIRKLAND CITY COUNCIL AND KURT TRIPLETT, ITS CITY MANAGER.

1 WHEREAS, after a formal recruitment and selection
2 process, the Kirkland City Council appointed Kurt Triplett as City
3 Manager in 2010; and
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5 WHEREAS, the City Manager has met the high expectations
6 of the Council for the City Manager since his appointment; and
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8 WHEREAS, the City Manager continues to successfully and
9 thoughtfully lead the City through one of the most challenging
10 times in its history, including the ongoing COVID-19 pandemic,
11 societal changes, economic disruptions, and budget challenges;
12 and
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14 WHEREAS, the City Manager has made great progress in
15 support of significant efforts and initiatives related to the
16 implementation of the 2021-2022 City Work Program, unexpected
17 senior staff transitions and the stabilization of key City staffing
18 needs, and his continued regional leadership as Chair of the ARCH
19 and EPSCA boards and the as a member of the PSERN joint board
20 and PSERN operating board; and
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22 WHEREAS, representative examples of the City Manager's
23 leaderships and accomplishments in 20201 are set forth below:
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- 25 • In support of the implementation of Resolution R-5434, related to
26 police accountability, community-wide equity and inclusion, and the
27 creation of a safer and more equitable Kirkland that increases the
28 safety and respect of Black people and reduces systemic racism and
29 poverty, the Community Safety Initiative (CSI), subsequently
30 adopted by the Council and including a process to hire a DEIB
31 Manager, an equity gap analysis, recruitment funding for diverse
32 police and firefighter candidates, a possible body-worn police
33 camera program, a new public-facing police dashboard data
34 website, regular meetings with key stakeholders in the community,
35 including "Right to Breathe," and other accountability measures.
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- 37 • Successful completion of the construction, staffing, and
38 commencement of operations of new Fire Station 24 in Juanita,
39 including three new firefighter EMTs funded through the successful
40 Fire and Emergency Medical Servies ballot measure.
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- 42 • Committed and caring leadership in connection with a potential
43 permanent supportive housing project in Kirkland led by King
44 County, as well as City support of significant additional public and
45 private investments in affordable housing in connection with the NE

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8th Street Station Area Plan, Totem Lake Urban Center, and the Kingsgate Park and Ride.

- Successful completion of emergency actions and investments to help keep Kirkland residents, City staff, and City facilities healthy and safe during the COVID-19 pandemic, including through the distribution of millions of dollars of emergency relief from the federal government through its American Rescue Plan Act (ARPA), as well as significant additional local funding for human services organizations that provide vital emergent social and health services.
- Completion of design and initiation of construction of several major multi-modal transportation projects to help implement the Transportation Master Plan (TMP), as well as key ongoing partnering efforts with Sound Transit, WSDOT, and King County Metro to support Kirkland’s mobility needs and the implementation of the TMP and the Transit Implementation Plan.
- Ongoing planning, environmental, and economic analyses related to the future successful implementation of the 85th Street Station Area Plan, including possible development of important catalyst projects in support thereof.
- Numerous additional efforts and initiatives, including those related to retaining the City’s AAA credit rating and the identification of possible new funding sources for projects like the Safer Routes to Schools Action Plans, through, for example, possible activation of the City’s transportation benefit district authorities; and

WHEREAS, the City Manager successfully addressed a number of key executive staff transitions in 2020, in part occasioned by the pandemic’s “Great Resignation,” but also including the Deputy City Manager for Operations, the Human Resources Director, and several key positions in the City Manager’s Office; and

WHEREAS, the City Manager continued his regional leadership in 2020, including as chair of the ARCH and EPSCA boards and as the ESPCA representative on the PSERN joint board and PSERN operating board; and

WHEREAS, the Council entered into an employment agreement with the City Manager as of June 28, 2010, which was subsequently amended in January 2011, and November 2013; and

WHEREAS, the Council entered into an Amended and Restated Employment Agreement with the City Manager on April 7, 2015; and

WHEREAS, the Council entered into a Second Amended and Restated Employment Agreement with the City Manager on January 14, 2016; and

99 WHEREAS, the Council entered into a Third Amended and
100 Restated Employment Agreement with the City Manager on
101 January 11, 2017; and
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103 WHEREAS, the Council entered into a Fourth Amended and
104 Restated Employment Agreement with the City Manager on
105 January 16, 2018; and
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107 WHEREAS, the Council entered into a Fifth Amended and
108 Restated Employment Agreement with the City Manager on
109 January 15, 2019; and
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111 WHEREAS, the Council entered into a Sixth Amended and
112 Restated Employment Agreement with the City Manager on
113 February 4, 2020; and
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115 WHEREAS, the Council entered into a Seventh Amended
116 and Restated Employment Agreement with the City Manager on
117 February 2, 2021; and
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119 WHEREAS, following a review of the City Manager's performance
120 in December 2021, the Council and City Manager desire to modify such
121 agreement in certain respects reflecting the Council's continued
122 confidence in and support of the City Manager; and
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124 WHEREAS, the parties therefore wish to enter into an Eighth
125 Amended and Restated Employment Agreement for such purpose that
126 will supersede all prior negotiations, discussions or agreements.
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128 NOW, THEREFORE, be it resolved by the City Council of the
129 City of Kirkland as follows:
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131 Section 1. The Eighth Amended and Restated Employment
132 Agreement for the City Manager of the City of Kirkland, attached
133 as Exhibit "A" and incorporated by this reference, is approved by
134 the Kirkland City Council to be its agreement as to terms and
135 conditions of employment with Kurt Triplett as Kirkland City
136 Manager.
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138 Section 2. The Mayor is authorized to sign an Eighth
139 Amended and Restated Employment Agreement which is
140 substantially similar to that attached as Exhibit "A" on behalf of
141 the City of Kirkland and its City Council.

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Passed by majority vote of the Kirkland City Council in open meeting this 15 day of February, 2022.

Signed in authentication thereof this 15 day of February, 2022.



Penny Sweet, Mayor

Attest:



Kathi Anderson, City Clerk