

RESOLUTION R-5577

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

1 WHEREAS, after a formal recruitment and selection process, the
2 Kirkland City Council appointed Kurt Triplett as City Manager in 2010;
3 and
4

5 WHEREAS, the City Manager has continued to meet the high
6 expectations of the Council for the City Manager since his appointment;
7 and
8

9 WHEREAS, in 2022, the City Manager led City of Kirkland (City)
10 efforts related to the implementation of Resolution R-5434, leading to
11 the Council's approval of the Community Safety Initiative (CSI) in August
12 as part of the 2021-2022 budget, the creation of a new community crisis
13 responder program and agency through Interlocal Agreement together
14 with the Cities of Bothell, Kenmore, Lake Forest Park and Shoreline, and
15 the hiring of the City's first DEIB Manager; and
16

17 WHEREAS, construction of Fire Station 24 was completed in
18 2021 and full operations commenced there in January 2022; and
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20 WHEREAS, station designs for Fire Stations 22 and 27 were
21 completed and construction activities commenced there in 2022; and
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23 WHEREAS, the City Manager helped implement the Council's
24 goals in support of affordable housing, in part through active community
25 outreach and negotiations with King County related to the proposed
26 County permanent supportive housing project at the former La Quinta
27 Inn site, as well as the adoption of the 85th Street Station Area plan and
28 associated code and planning documents changes, together with a
29 framework development agreement to advance future catalyst projects
30 there; and
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32 WHEREAS, in response to the COVID-19 pandemic, the City
33 thoughtfully invested much of the \$10 million in American Rescue Plan
34 Act (ARPA) funds allocated to Kirkland in 2021 and 2022, while also
35 helping provide substantial additional City support for service
36 organizations in Kirkland related to economic recovery, domestic
37 violence and suicide prevention, mental health crises, and low-income
38 housing; and
39

40 WHEREAS, the City Manager continues to oversee and chair the
41 multi-departmental CIP Steering Team; and
42

43 WHEREAS, the City Manager led a City staff effort culminating in
44 the Council's adoption of the City's first-ever one billion dollar budget as
45 part of the 2023-2024 budget process, resulting in a balanced budget

46 that makes previous one-time positions ongoing positions, fully
47 incorporates CSI and DEIB initiatives, makes the City's highest-ever
48 contributions to human services agencies and ARCH, and adds a new
49 Homelessness Coordinator; and
50

51 WHEREAS, the City Manager created and chairs a monthly cross-
52 departmental "Ballot Action Team" that is exploring the possibility of a
53 Parks ballot measure for possible placement on the November 2023
54 general election ballot; and
55

56 WHEREAS, the City Manager oversaw the successful recruitment
57 of key City staff, including not only the DEIB Manager, but also a new
58 Deputy City Manager and Government Relations Manager; and
59

60 WHEREAS, the City Manager continued to represent the City in
61 leadership roles on other regional bodies in 2022, including as ESPCA
62 Chair and ARCH Chair.
63

64 WHEREAS, the Council entered into an employment agreement
65 with the City Manager as of June 28, 2010, which was subsequently
66 amended in January 2011, and November 2013; and
67

68 WHEREAS, the Council entered into an Amended and Restated
69 Employment Agreement with the City Manager in April 2015; and
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71 WHEREAS, the Council entered into a Second Amended and
72 Restated Employment Agreement with the City Manager in January
73 2016; and
74

75 WHEREAS, the Council entered into a Third Amended and
76 Restated Employment Agreement with the City Manager in January
77 2017; and
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79 WHEREAS, the Council entered into a Fourth Amended and
80 Restated Employment Agreement with the City Manager on January 16,
81 2018; and
82

83 WHEREAS, the Council entered into a Fifth Amended and
84 Restated Employment Agreement with the City Manager on January 15,
85 2019; and
86

87 WHEREAS, the Council entered into a Sixth Amended and
88 Restated Employment Agreement with the City Manager on February 4,
89 2020;
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91 WHEREAS, the Council entered into a Seventh Amended and
92 Restated Employment Agreement with the City Manager on February 2,
93 2021;
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95 WHEREAS, the Council entered into an Eighth Amended and
96 Restated Employment Agreement with the City Manager on February 8,
97 2022;
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99 WHEREAS, following a review of the City Manager's performance
100 in December 2022, the Council desires to amend its employment

101 agreement with the City Manager to provide for an annual wage
102 adjustment, make an additional retirement plan contribution, increase
103 the monthly automobile allowance, and extend the duration of the
104 agreement for an additional year; and
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106 WHEREAS, the parties wish to enter into a Ninth Amended and
107 Restated Employment Agreement for such purpose that will supersede
108 all prior negotiations, discussions or agreements.
109

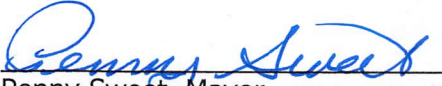
110 NOW, THEREFORE, be it resolved by the City Council of the City
111 of Kirkland as follows:
112

113 Section 1. The Ninth Amended and Restated Employment
114 Agreement for the City Manager of the City of Kirkland, attached as
115 Exhibit "A" and incorporated by this reference, is approved by the
116 Kirkland City Council to be its agreement as to terms and conditions of
117 employment with Kurt Triplett as Kirkland City Manager.
118

119 Section 2. The Mayor is authorized to sign a Ninth Amended and
120 Restated Employment Agreement which is substantially similar to that
121 attached as Exhibit "A" on behalf of the City of Kirkland and its City
122 Council.
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124 Passed by majority vote of the Kirkland City Council in open
125 meeting this 21st day of February, 2023.
126

127 Signed in authentication thereof this 21st day of February, 2023.


Penny Sweet, Mayor

Attest:


Kathi Anderson, City Clerk