P.O. Box 1907 203 Main Ave. E Twin Falls, ID 83303-1907

December 8, 2022

Travis,

The Twin Falls City Council designates an evaluation committee to conduct performance reviews and to discuss compensation increases. Compensation increases are limited by the annual budget which is approved by the City Council prior to the performance review. Performance reviews are discussed in executive session.

The terms of your contract state the following:

> "This agreement shall be automatically amended to reflect any salary and compensation adjustments that are provided or required by the Employer's compensation policies, or as may be approved by the City Council."

Based on the direction of the performance review committee I am directing the Human Resources staff to make the following compensation adjustments to your salary:

- The base salary for the City Manager will be set at $226,000 annually with an effective date of September 25, 2022. This date coincides with the first work period of Fiscal Year 2023. This reflects a market-based adjustment and a competitive salary for the position.
- Enrollment for the city-wide onetime compensation payout of $2,000 is to be extended to you for completion.
- The limitation on hours for vacation sell-back is lifted so that you may realize the benefit of vacation time that you have been unable to take.

Sincerely,

Ruth Pierce
Mayor — City of Twin Falls

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