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

September 8, 2025

Travis,

The Twin Falls City Council conducts performance reviews and discusses 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 salary for the City Manager will be set at $272,650 annually with an effective date of September 21, 2025. This date coincides with the first work period of Fiscal Year 2025/2026. This reflects a market-based adjustment and a competitive salary for the position.
- The salary includes a deferred compensation component. The amount allocated to deferred compensation is based on your preference.

Sincerely yours,

Ruth Pierce
Mayor
City of Twin Falls

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