

THE HOUSING AUTHORITY OF THE COUNTY OF KING

RESOLUTION NO. 5462

**AUTHORIZING PAYMENT OF A RETENTION AND ACCOMPLISHMENT
INCENTIVE FOR THE EXECUTIVE DIRECTOR FOR CALENDAR YEAR 2013
AND A BASE SALARY INCREASE**

WHEREAS, the Executive Director of the Housing Authority of the County of King entered into an Employment Contract with the Authority effective March 1, 2013 until December 31, 2015; and,

WHEREAS, under the terms of such contract the Board “may also grant additional increases in the base salary where appropriate based on the Board’s evaluation of Mr. Norman’s performance”; and,

WHEREAS, the Board approved a 2013 Retention and Accomplishment Incentive Pay Policy (“Policy”) for the Executive Director on April 22, 2013 in Resolution No. 5430 for an amount not to exceed \$25,000; and,

WHEREAS, the Board reviewed the performance of the Executive Director and reached a consensus in Executive Sessions on February 24, 2014 and March 17, 2014 to award an increase in the Executive Director’s base pay as well as a payment based on the Executive Director’s achievement of the goals set forth in the Policy; and,

WHEREAS, the Board of Commissioners acknowledges the outstanding job performance of the Executive Director and also recognizes the current economic climate; and

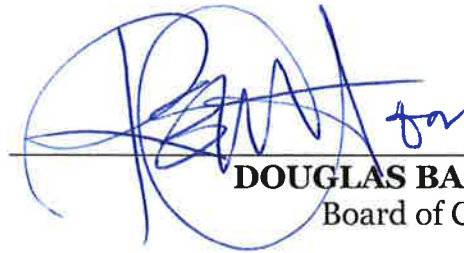
NOW, THEREFORE, BE IT RESOLVED, BY THE BOARD OF COMMISSIONERS OF THE HOUSING AUTHORITY OF THE COUNTY OF KING:

SECTION 1: In recognition of the achievement of goals set forth in the Retention and Incentive Pay Policy for Calendar Year 2013, the Executive Director shall receive a payment of \$15,000. The payment shall be made no later than March 28, 2014.

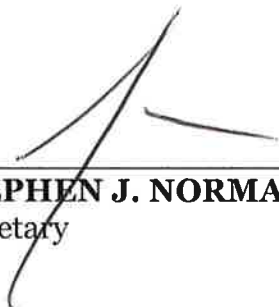
SECTION 2: Based on the Board of Commissioner's evaluation of the Executive Director's performance, the Executive Director's base compensation shall be increased 5 %. The increase in base pay shall be effective March 1, 2014.

ADOPTED AT A REGULAR MEETING OF THE BOARD OF COMMISSIONERS OF THE HOUSING AUTHORITY OF THE COUNTY OF KING THIS 17th DAY OF MARCH, 2014.

**THE HOUSING AUTHORITY OF THE
COUNTY OF KING, WASHINGTON**



DOUGLAS BARNES, Chair
Board of Commissioners



STEPHEN J. NORMAN
Secretary

THE HOUSING AUTHORITY OF THE COUNTY OF KING

RESOLUTION NO. 5462

AUTHORIZING PAYMENT OF A PERFORMANCE BONUS FOR THE EXECUTIVE DIRECTOR FOR CALENDAR YEAR 2013 AND A BASE SALARY INCREASE

WHEREAS, the Executive Director of the Housing Authority of the County of King entered into an Employment Contract with the Authority effective March 1, 2013 until December 31, 2015; and,

WHEREAS, under the terms of such contract the Board “may also grant additional increases in the base salary where appropriate based on the Board’s evaluation of Mr. Norman’s performance”; and,

WHEREAS, the Board approved a 2013 *9 as 2ND Cy* ~~Performance Bonus~~ Policy for the Executive Director on April 22, 2013 in Resolution 5430 for an amount not to exceed \$25,000; and,

WHEREAS, the Board reviewed the performance of the Executive Director and reached a consensus in Executive Sessions on February 24, 2014 and March 17, 2013 to award an increase in the Executive Director’s base pay as well as a bonus based on the Executive Director’s achievement of the goals set forth in the Policy; and,

WHEREAS, the Board of Commissioners acknowledges the outstanding job performance of the Executive Director and also recognizes the current economic climate; and

NOW, THEREFORE, BE IT RESOLVED, BY THE BOARD OF COMMISSIONERS OF THE HOUSING AUTHORITY OF THE COUNTY OF KING:

SECTION 1: In recognition of the achievement of goals set forth in the Performance Bonus Policy for Calendar Year 2013, the Executive Director shall receive a ~~performance~~ ^{retention and} ~~bonus~~ ^{accomplishment incentive pay} in an amount of \$ 15,000. The performance bonus shall be paid no later than March 28, 2013⁴ MB
3-17-14

SECTION 2: Based on the Board of Commissioner's evaluation of the Executive Director's performance, the Executive Director's base compensation shall be increased 5%. The increase in base pay shall be effective March 1, 2014. MB
3-17-14

ADOPTED BY THE BOARD OF COMMISSIONERS OF THE HOUSING AUTHORITY OF THE COUNTY OF KING AT A SPECIAL MEETING THEREOF THIS 17th DAY OF MARCH 2014.

**THE HOUSING AUTHORITY OF THE
COUNTY OF KING, WASHINGTON**



DOUGLAS BARNES, Chair
Board of Commissioners

STEPHEN J. NORMAN
Secretary