

RESOLUTION 2025-

A RESOLUTION TO AMEND THE CITY MANAGER’S EMPLOYMENT AGREEMENT TO INCLUDE AN ANNUAL PERFORMANCE EVALUATION AND APPROVE A PERFORMANCE EVALUATION FORM

WHEREAS, the Board of Commissioners (“Board”) previously passed Resolution 40-2023 to re-appoint and approve the employment agreement for City Manager Kenneth D. Martin; and

WHEREAS, the Board subsequently passed Resolution 71-2025 to amend Section 4 of the employment agreement related to salary; and

WHEREAS, the Board now desires to amend the City Manager’s Employment Agreement by adding a new section related to an annual performance evaluation to be discussed in a publicly noticed work session of the Board of Commissioners; and

WHEREAS, the Board recognizes that any decision, action, amendment to compensation, contract amendment, termination, reprimand, or other binding Board action that results from the evaluation work session shall be taken in open session at a publicly noticed meeting and shall be the subject of a public vote.

NOW THEREFORE BE IT RESOLVED, by the City of Mt. Juliet Board of Commissioners, Wilson County, Tennessee as follows:

Section 1. The City Manager’s Employment Agreement is amended to include Section 17–Annual Performance Evaluation, which shall state in its entirety as follows:

Each member of the Board of Commissioners shall independently complete an annual performance evaluation of the City Manager. The evaluation form, as approved by the Board of Commissioners, will be provided by the City’s Human Resources Department and returned to the Department no later than July 1 of each year. All completed evaluations shall be maintained by the Department and shall be a public record.

The annual performance evaluations shall be reviewed by the Board of Commissioners and the City Manager during a publicly noticed work session held at the second regularly scheduled Board of Commissioners meeting in July of each year. Should circumstances prevent a work session on that date, the work session shall occur during the next regularly scheduled meeting.

Section 2. The attached contract amendment (Exhibit A) is approved by the Board of Commissioners, and the Mayor is authorized to sign the contract amendment.

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Section 3. The attached performance evaluation form (Exhibit B) is approved by the Board of Commissioners for use beginning with the next evaluation period and shall remain in effect until amended by the Board.

BE IT FURTHER RESOLVED

Section 4. In case of conflict between this resolution or any part hereof, and the whole part of any existing resolution of the City, the conflicting resolution is repealed to the extent of the conflict but no further.

Section 5. If any section, clause, or provision or portion of this resolution is held to be invalid or unconstitutional by any court of competent jurisdiction, such holding shall not affect any other section, clause, or provision or portion of this resolution.

Section 6. This resolution shall take effect on the earliest date allowed by law.

PASSED:

James Maness, Mayor

Kenny Martin, City Manager

ATTEST:

Jennifer Hamblen, City Recorder

APPROVED AS TO FORM:

Samantha A. Burnett, City Attorney