



## RESOLUTION 2025-07-23 (5)

**Date:** July 23, 2025

**To:** THA Board of Commissioners

**From:** Derek Young, Chair of the THA Board of Commissioners

**Re:** Approval of the Renewal of the Executive Director Employment Agreement

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*This resolution would approve the renewal of the Executive Director Employment Agreement and authorize Tacoma Housing Authority's (THA) Board Chair, Derek Young, to finalize and execute the renewed Executive Director Employment Agreement with April Black, THA's Executive Director.*

### BACKGROUND

On October 8, 2021, THA Board of Commissioners voted to appoint April Black as THA's Executive Director. THA and April Black subsequently negotiated and executed an Employment Agreement for a three-year term, effective May 25, 2022, through May 24, 2025. The Employment Agreement was approved by the THA Board of Commissioners on May 25, 2022.

On May 20, 2025, the Board approved an extension of the Executive Director's Employment Agreement for 3 months, from May 25, 2025, to August 25, 2025, to permit the parties to engage in further negotiations regarding the renewal of the Executive Director's Employment Agreement.

The Chair of the THA Board of Commissioners, Derek Young, in partnership with THA's Employment Counsel, has conducted negotiations regarding the renewal of the Executive Director Employment Agreement with April Black.

Chair Young now recommends that the THA Board of Commissioners approve the renewal of the Executive Director Employment Agreement for a five-year term, from July 23, 2025, until July 22, 2030, at the Executive Director's current compensation level including the following

additional terms:

- (1) The Employment Agreement shall automatically be extended for successive one-year terms, unless either party gives the other at least 60 days written notice of non-renewal;
- (2) The Executive Director shall receive annual cost of living adjustments set by the CPI-W.

Chair Young also recommends that the THA Board of Commissioners authorize Chair Young to finalize and sign the Executive Director Employment Agreement with the terms above, as well as other modifications.

#### RECOMMENDATION

Authorize THA's Board Chair, Derek Young, to finalize and sign the Executive Director Employment Agreement with April Black, incorporating the contract terms referenced above, and other modifications.



**RESOLUTION 2025-07-23 (5)**

(Approval of the renewal of the Executive Director Employment Agreement)

A **RESOLUTION** of the Board of Commissioners of the Housing Authority of the City of Tacoma;

**WHEREAS**, On October 8, 2021, THA Commissioners voted to appoint April Black to the position of THA's Executive Director; and

**WHEREAS**, April Black commenced duties as THA's Executive Director immediately upon Board appointment pending negotiation and approval of an Executive Director Employment Agreement; and

**WHEREAS**, On May 25, 2022, the THA Board of Commissioners approved April Black's Executive Director Employment Agreement for a three-year term effective May 25, 2022, until May 24, 2025; and

**WHEREAS**, The Chair of the Board of Commissioners, Derek Young, in partnership with THA's Employment Counsel, begun negotiations with April Black regarding the renewal of Executive Director Employment Agreement; and

**WHEREAS**, On May 20, 2025, the Board of Commissioners approved extending the term of the Executive Director Employment Agreement for three months, from May 24, 2025 until August 24, 2025, to allow the parties to engage in further discussions related to the renewal of the Executive Director; and

**WHEREAS**, The Board Chair now recommends that the THA Board of Commissioners approve the renewal of the Executive Director Employment Agreement for a five-year term, from July 23, 2025, until July 22, 2030, at the Executive Director's current compensation level including the following terms; and

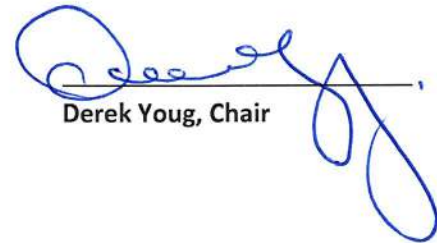
1. The Employment Agreement shall automatically be extended for successive one-year terms, unless either party gives the other at least 60 days written notice of non-renewal;
2. The Executive Director shall receive annual cost of living adjustments set by the CPI-W.

**WHEREAS,** The Board Chair recommends that the THA Board of Commissioners authorize Chair Young to finalize and sign the Executive Director Employment Agreement with the terms noted above, along with other modifications; now, therefore, be it

***It is now therefore, resolved by the Board of Commissioners of the Housing Authority of the City of Tacoma, Washington as follows:***

The Commission has voted to (1) approve the renewal of the Executive Director Employment Agreement as described above and (2) approve that Board Chair Derek Young is authorized to finalize and sign the renewed Executive Director Employment Agreement.

**Approved: July 23, 2025**



Derek Young, Chair