



Approval of Amendment No. 4 to the City Manager's Employment Agreement

City Council Meeting
November 17, 2020

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Human Resources Director,
Human Resource Department

BACKGROUND

- The City Manager's salary and compensation are set by ordinance adopted by City Council, and the City's employment agreement with the City Manager is approved by the Council by resolution.
- As established by ordinance, and provided in the City Manager's employment agreement as previously amended ("Employment Agreement"), the City Manager's current salary is \$19,946 per month.
- The Employment Agreement provides that "the City Manager's compensation shall change by the percentage of the cost of living salary adjustment, if any, and benefits adjustment, if any, paid to the City's executive management in the then current fiscal year, unless the Council fixes some different amount for the City Manager in advance of July 1st."
- The Employment Agreement further provides that the City shall provide the City Manager with a Retiree Health Savings Plan "under the same terms it is provided to other executive management employees."

ANALYSIS

- 2.5% COLA increase effective July 7, 2019
- 0.25% of base salary retiree health savings plan contribution, effective July 7, 2019
- Total cost of Agreement - \$7,485.06
- The salary and benefit cost increase will be paid for with existing FY 2020-21 appropriations.

Recommendation

It is recommended by the Human Resources Department that the Council, by resolution, approve Amendment No. 4 to the Employment Agreement of the City Manager and introduce an Ordinance to increase the compensation of the City Manager by providing, effective July 7, 2019, (1) a 2.5% cost of living salary adjustment, and (2) an increase in contribution by the City for Fiscal Year 2019-2020 in an amount equal to 0.25% of base wage to the City Manager's Retiree Health Savings Plan, for a total contribution of 0.75% of base wage.

Questions?