



# Approval of Amendment No. 3 to the City Manager Agreement

Jeremia Mills, Employee Relations Manager

June 26, 2018





# 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 \$19,365 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."

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# Analysis

- 3% COLA increase effective July 8, 2018
- 0.25% of base salary retiree health savings plan contribution, effective July 8, 2018
- Total cost of Agreement - \$7,587.00
- This is General Fund expenditure included in the proposed FY 2018-19 budget





# Recommendation

The Human Resources Department recommends that the Council, by resolution, approve Amendment No. 3 to the Employment Agreement of the City Manager and introduce an Ordinance to increase the compensation of the City Manager by providing, effective July 8, 2018, (1) a 3% cost of living salary increase, and (2) a contribution by the City for Fiscal Year 2018-2019 equal to 0.25% of base salary to the City Manager's Retiree Health Savings Plan.