



CITY COMMISSION STAFF REPORT

DEPARTMENT: Administration

DATE: May 26, 2026

SUBJECT: Review and Approval of the City Manager's Yearly Evaluation and Salary Increase. - **Administration**

BACKGROUND OF ITEM:

Pursuant to the employment contract between the City of Cooper and the City Manager, Alex Rey, attached, you will find the Performance Evaluations completed to date for the City Manager.

The City Manager's current rate of pay is \$254,199.92 per year. Per section 5.3 of his contract with the City, the Commission shall evaluate the City Manager's performance to determine if any adjustments in annual salary or benefits are appropriate. Per the terms of Section 6 of the agreement, any additional adjustments in said annual salary or benefits shall be based upon the results of the performance evaluations. Additionally, per Section 5.2 - The City Manager is also entitled to receive the same cost-of-living increase as the general employees receive.

The proposed modifications requested by the City Manager to its contract are as follows:

1. Extend the term of the contract until May 31, 2028 – one additional year.
2. At the City Manager's discretion, the City shall provide the Employee with insurance benefits, including health, disability, and life insurance, in the same manner as regularly provided to managerial employees of the City. The City shall pay for dependent health and dental coverage.

Based on the attached City Managers' salary survey and his performance, the Commission shall determine the City Manager's compensation.

ATTACHMENTS:

1. Second amendment to the employment agreement with the City Manager
2. Original agreement and first amendment
3. Evaluation completed by: James Curran
4. Evaluation completed by: Commissioner Ryan Shrouder
5. Evaluation completed by: Commissioner Jeremy Katzman
6. Evaluation completed by: Commissioner Lisa Mallozzi
7. Evaluation completed by: Commissioner Jason Smith

8. City Manager's Salary Survey
9. City Manager's Accomplishments