



City Council Agenda Report

Meeting Date: October 22, 2024

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Approved By: Jolie Houston

Subject: Contract Amendment: City Manager Employment Agreement

COUNCIL PRIORITY AREA

- Business Communities
- Circulation Safety and Efficiency
- Environmental Sustainability
- Housing
- Neighborhood Safety Infrastructure
- General Government

RECOMMENDATION

Move to approve Amendment No. 3 to the City Manager Employment Agreement.

FISCAL IMPACT

This amendment will result in an increase of \$14,230 in the City Manager's annual salary.

ENVIRONMENTAL REVIEW

Not applicable.

PREVIOUS COUNCIL CONSIDERATION

September 10, 2024 – City Council Closed Session – Public Employee Performance Evaluation

BACKGROUND

The Los Altos City Council selects, appoints and is responsible for evaluating the performance of the City Manager on an annual basis. As the result of the performance evaluation process, the City Council may consider an adjustment to compensation.

DISCUSSION/ANALYSIS

The Fiscal Year 2023/2024 performance evaluation process has been conducted. Based upon this review, the following compensation and contractual modifications are recommended:

1. Compensation increase of 5% based upon the peer cities competitive salary market.

These modifications are included in the amendment to the City Manager Employment Agreement (Attachment 1) and take effect the first full pay period after July 1, 2024.

ATTACHMENTS

1. Amendment No. 3 to the City Manager Employment Agreement