



CITY OF NORMAN, OK STAFF REPORT

MEETING DATE: 11/14/2023

REQUESTER: City Council

PRESENTER: Kathryn Walker, City Attorney

ITEM TITLE: CONSIDERATION OF APPROVAL, ACCEPTANCE, REJECTION, AMENDMENT, AND/OR POSTPONEMENT OF AMENDMENT ONE TO CONTRACT K-2324-76: AN AMENDMENT TO AN EMPLOYMENT AGREEMENT BETWEEN THE CITY OF NORMAN, OKLAHOMA, THE NORMAN UTILITIES AUTHORITY, THE NORMAN MUNICIPAL AUTHORITY, THE NORMAN TAX INCREMENT FINANCE AUTHORITY, AND THE NORMAN ECONOMIC DEVELOPMENT AUTHORITY AND SHAAKIRA CALNICK, AMENDING THE START DATE OF EMPLOYMENT AND MODIFYING THE ONSET OF CERTAIN REMEDIES.

BACKGROUND:

In August 2022, the voters of Norman approved an amendment to the City's Charter creating the position of City Auditor to be an employee of the City Council, serving in an at-will capacity, and hired, supervised, and managed by the City Council. After the Charter amendment was approved by Governor Stitt in the spring of 2023, Council directed Staff to post the new position and seek applicants. After conducting interviews and discussing the applicants, Council directed Staff to offer the position to Shaakira Calnick. Council approved an employment agreement with Ms. Calnick (Contract K-2324-76), along with Ordinance O-2324-15, a companion item for the purpose of adoption of the compensation structure for this position, consistent with the City Manager and City Attorney compensation ordinances on September 26, 2023.

DISCUSSION:

Contract K-2323-76 is proposed to be modified with this amendment in two respects. The original contract anticipated a start date of October 1, 2023. Because Ms. Calnick is moving from out of state, she was unable to start until November 6, 2023. This change is reflected in Section 19 of the Agreement. Additionally, further discussion with Council led to changes in Section 9 of the Agreement dealing with involuntary termination. This insures Ms. Calnick begins her tenure as a probationary employee, like other City employees, for the first 6 months of service.

RECOMMENDATION:

Staff recommends approval of Amendment 1 to Contract K-2324-76, which replaces Contract K-2324-76 in its entirety.