



CITY OF ORLAND STAFF REPORT
MEETING DATE: April 2, 2024

TO: City Council

FROM: Gregory P. Einhorn, City Attorney

SUBJECT: **Proposed City Manager Employment Agreement (Action)**

BACKGROUND:

The current City Manager Employment Agreement expires on May 24, 2024. The Council and the City Manager have been negotiating a successor agreement, through the City Attorney.

Before the Council is a proposed successor agreement.

KEY TERMS:

A. Term: three years, expiring on May 24, 2027. (The current agreement has a three-year term.)

B. Annual Salary:

May 25, 2024: \$173,000.00

May 25, 2025: \$176,500.00 (2% increase)

May 25, 2026: \$180,000.00 (2% increase)

The current salary is \$160,000.00 and has remain unchanged since 2022. The proposed new salary is approximately 8% higher than the current salary and approximately 4% higher than the average current city manager salaries from comparable regional municipalities.

C. All other substantive provisions of the Agreement to remain in place.

ACTION:

Motion to approve proposed successor agreement.

Alternatively, further direction to City Attorney.