



REQUEST FOR COUNCIL ACTION

Title: City Manager Contract

Preferred Agenda: June 9, 2020

Submitted By: R. Towry, City Manager

Reviewed By: R. Snyder, City Attorney

Type of Action: Resolution ____ **Motion X** Roll Call ____ Other ____

Relevant Code/Policy: City Manager Contract/Charter

Towards Council Goal: Goal #2.3: BE AN EFFECTIVE AND EFFICIENT GOVERNMENT - Invest in long-term staff stability & training.

Attachments: City Manager Contract 2019 Mark Up
City Manager Contract 2020

Purpose of this RCA:

To meet contractual agreement and review the City Manager Contract which “expired” in March 2019.

Background/Context:

The Council renewed an employment contract with the City Manager in 2019. The contract expired and is up for review. This contract requests use of a currently unused city vehicle for “on call” status and an increase in vacation allotment to the second step for City Employees (from 96 hours/year to 120 hours/year) per the Employee Policy Manual. Any other updates are dates, updating current address for City Hall or otherwise technical in nature and does not affect the value of the contract.

The contract continues to state the City Manager’s salary shall be determined by the Council through their adopted salary schedule for non-represented employees as has been past practice.

The Challenge/Problem:

How do we update the City Manager contract in a manner that is transparent to the community and fair to the employee?

Stakeholders:

- City Residents. Residents deserve the best professional administration available to them at a fair value. Consistency in management is also valuable.

- Council Members. Council members are the voice of the citizens we serve. Each member of this group is interested in providing the best service possible and return on the taxpayer's investment. They must balance leadership with representation.
- Management Team. Comprised of six department heads, each with a responsibility to the citizens and Mayor to run their day-to-day operations as efficiently as possible.
- City Manager. Employed by the City Council to operate day to day functions of the organization.

Issues and Financial Impacts:

There is no increase related to the salary or benefits outlined in the contract. There is an increase to the vacation allotment and use of the City vehicle is an expense to the City but is a "normal" practice for City Management.

Elements of a Stable Solution:

To actually solve this issue, the Council needs to approve a contract that strikes a balance between the needs of the community and fair compensation for employees.

Options:

1. Do Nothing. The Manager would be under the previous contract unless either party decides to terminate it.
2. Review the contract and suggest revisions. The Council could suggest other revisions to the contract.
3. Motion to approve the City Manager contract effective June 9, 2020, as presented. Motion to approve the contract as presented.

Recommendation:

None