



CITY COUNCIL STAFF REPORT

MEETING DATE: September 25, 2023

ITEM TITLE: Consideration of Adopting a Resolution Amending the Employment Agreement with Jeff D. Maltbie, City Manager.

RECOMMENDATION:

Staff recommends that the City Council adopt a Resolution approving the Employment Agreement with Jeff D. Maltbie, City Manager.

FISCAL IMPLICATIONS:

There is no fiscal impact and no additional appropriation is needed at this time.

The additional cost of the contract over the three-year agreement is approximately \$213,100. As discussed with the City Council during the budget study sessions, certain assumptions were presumed and included as part of the development of the Adopted Fiscal Year ("FY") 2023-25 Biennial Budget, therefore, there is sufficient funding for FYs 2023-25.

BACKGROUND:

The City Council conducted the review of the City Manager's performance on August 28, 2023 and instructed the City Attorney to negotiate with him as labor negotiator. The City Council instructed the City Attorney to discuss proposals with the City Manager that resulted in the attached proposal for amendment to the City Manager's Employment Agreement (the "Agreement").

ANALYSIS:

The proposed employment agreement has been modeled from the recent City Attorney agreement and includes the following provisions:

- The Agreement will be a fixed term of March 14, 2023 through March 13, 2026;
- The City Manager will receive an annual salary of \$380,000, effective the first full pay period beginning after March 14, 2023 and will be as of the effective date eligible for the same cost of living and benefits offered to the Management Group;
- The 10% discretionary cash bonus provision that had been added in March 2014 has been removed from the Agreement;
- The annual increase to the car allowance has been removed. The total allowance will be

fixed at \$665 per month for the term of the Agreement;

- A provision has been added that restricts the City Council from terminating the City Manager for three months following a Council election;
- A provision has been added to include a one-time, eight-week paid sabbatical between June and August 2025; and
- All other provisions of the Agreement related to compensation and benefits are unchanged.

ALTERNATIVES:

The alternatives available to the City Council include:

1. Adopt a Resolution approving the Employment Agreement with Jeff D. Maltbie, City Manager; or
2. Do not adopt the Resolution; or
3. Provide staff with alternative direction.

Respectfully submitted by:

Rebecca Mendenhall, Administrative Services Director

Approved for submission by:

A handwritten signature in black ink, appearing to read 'J. Maltbie', is written over a horizontal line.

Jeff Maltbie, City Manager

ATTACHMENT(S):

1. Resolution
Exhibit A to Resolution - Jeff D. Maltbie, City Manager Employment Agreement