



ADMINISTRATIVE SERVICES DEPARTMENT

CITY HALL
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CITY COUNCIL STAFF REPORT

Meeting: April 16, 2019

Subject

Appoint Deborah L. Feng as City Manager, Approve the Employment Agreement, and amend the Appointed Employee's Compensation Program.

Recommended Action

Appoint Deborah L. Feng as City Manager, effective June 3, 2019; authorize the Mayor to execute the Employment Agreement for City Manager; and adopt the draft resolution to amend the Appointed Employees' Compensation Program.

Discussion

With the announcement of former City Manager David Brandt's retirement in May 2018, the City Council conducted a nationwide search to find an appropriate replacement of this key position. After an unsuccessful recruitment for City Manager in late 2018, the City Council paused the recruitment and began a second nationwide recruitment in January 2019.

The successful candidate, Deborah L. Feng, has accepted the Council's offer of employment as Cupertino's next City Manager. Ms. Feng joins City Hall in Cupertino as a government executive with over 30 years of progressive management and public agency management experience with the National Aeronautics and Space Administration at Ames Research Center, Moffett Field, California. Her set of work responsibilities have spanned working with and understanding the operations of local city governments, financial management and budgeting, safety and mission assurance, master planning and facilities construction, information technology, human resources, partnerships, and communications and outreach.

Ms. Feng is a Cupertino native. She attended Lincoln Elementary School, Kennedy Middle School, and is a graduate of Monta Vista High School. Ms. Feng also attended De Anza Community College, she is a graduate of the University of California, Berkeley, receiving her Bachelors degree in Mass Communications, Radio and Television in 1985, and earned her Masters in Business Administration from San Jose State University in 2004.

The contract before Council tonight establishes the negotiated terms and conditions of the 3-year employment agreement. Ms. Feng will commence her duties on June 3, 2019.

Staff also proposes to amend the Appointed Employees' Compensation Program to reflect the annual salary amounts contained in the Employment Agreement, with an effective date of June 3, 2019.

Sustainability Impact

No sustainability impacts.

Fiscal Impact

The City Manager Employment Agreement will result in an annual salary cost to the City of Cupertino as set forth in the Employment Agreement, exclusive of benefits. Approval of the above is within the Fiscal Year 2018-19 Amended Budget and requires no additional appropriations.

Prepared by: Kristina Alfaro, Director of Administrative Services

Reviewed by: Heather M. Minner, City Attorney

Approved for Submission by: Timm Borden, Interim City Manager

Attachments:

A – Draft Resolution amending the Appointed Employee's Compensation Program

B – Redlined amendments to the Appointed Employees' Compensation Program

C – Clean, amended Appointed Employees' Compensation Program

D – Employment Agreement for City Manager