CITY COUNCIL STAFF REPORT

Meeting: November 1, 2016

Subject

Approve the Fourth amendment of the Employment Contract for the City Manager and Appointed Employees' Compensation Program.

Recommended Action

1. Adopt Draft Resolution No._____ approving the Fourth Amendment to the Employment Contract for the City Manager.

2. Adopt Draft Resolution No._____ approving Amendment to the Appointed Employee's Compensation Program.

Discussion

The City Council conducted its annual evaluation of the City Manager on September 14, 2016. Based on the performance evaluation and changes in compensation for other employee groups, the Council desires to consider increasing the compensation to the City Manager 1% as an equity/performance increase and an additional 2.5% to reflect the cost of living adjustments approved for all other employees within the City. The attached contracts and Appointed Employee's Compensation Program (APECP) is submitted for Council consideration. The APECP amendments reflected the changes to the benefits granted to both the Operating Engineers Local 3 and Cupertino Employees Association bargaining units as well as the unrepresented employees. The proposed total annual salary increase for the City Manager is 3.5% or $757 per month.

Fiscal Impact

Approval of the above will increase the FY 2016-17 budget appropriations by $8,728.

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Prepared by: Jaqui Guzmán, Assistant to the City Manager
Reviewed by: Kristina Alfaro, Administrative Services Director
Approved for Submission by: David Brandt, City Manager
Attachments:
A - Draft Resolution Amending Employment Contract
B - Employment Contract for City Manager

C – Redlined Employment Contract for City Manager
D - Draft Resolution Amending Appointed Employees' Compensation Program
E - Appointed Employees' Compensation Program
F – Redlined Appointed Employees' Compensation Program