

RESOLUTION NO. 3829-2015

RESOLUTION OF THE FORT BRAGG CITY COUNCIL AMENDING THE COMPENSATION AND BENEFITS PLAN FOR THE CITY MANAGER

WHEREAS, the City Council entered into an agreement for City Manager services effective February 18, 2006 as set forth in Resolution 2919-2006, and as subsequently amended by Resolutions 3097-2007, 3182-2008, 3308-2009, 3345-2010, and 3477-2011; and 3630-2013; and

WHEREAS, on June 22, 2015, the City Council conducted a closed session for the purpose of discussing the City Manager's compensation and benefits; and

WHEREAS, it is the intention of the City Council to provide an additional 1.5% salary increase effective the first full pay period in July 2015 and an additional 1.5% salary increase effective the first full pay period in July 2016; and

WHEREAS, it is the intention of the City Council to provide a one-time lump sum payment of \$1,000 paid as taxable earnings on the regular paycheck for the first full pay period of July 2015, and a one-time lump sum payment of \$500 paid as taxable earnings on the regular paycheck for the first full pay period of July 2016; and

WHEREAS, it is the intention of the City Council to allow the City Manager to cash out up to 160 hours of accrued vacation leave in FY 2015/16 and up to 120 hours of accrued vacation leave in FY 2016/17 in acknowledgement of the City Manager's limited ability to use earned vacation leave due to significant staff transitions; and

WHEREAS, based on all the evidence presented, the City Council finds as follows:

1. The salary adjustments and one time payments for FY 2015/16 are appropriated in the FY 2015/16 budget.
2. The adjusted compensation and benefits for the City Manager are appropriate given the scope and level of responsibility associated with the position.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Fort Bragg does hereby amend the City Manager's at-will employment agreement as follows:

SECTION 5: SALARY AND PERFORMANCE EVALUATIONS

Section 5(a) is replaced with the following:

- a. As compensation for the services to be rendered by the City Manager in FY 2015/16, the City shall pay the City Manager an annualized salary of \$143,656.63 effective the first full pay period in July 2015.

As compensation for the services to be rendered by the City Manager in FY 2016/17, the City shall pay the City Manager an annualized salary of \$145,810.84, effective the first full pay period in July 2016.

In addition, the following one-time lump sum payments shall be paid on the date and in the manner described below. These payments are not included in the City's

Compensation Plan and are not considered "special compensation" under section 571 of the California Code of Regulations.

- Effective the first full pay period in July 2015, \$1,000 paid as taxable earnings on the on the regular paycheck, paid as taxable income to the extent required by law; and
- Effective the first full pay period in July 2016, \$500 paid as taxable earnings on the on the regular paycheck, paid as taxable income to the extent required by law.

SECTION 7: LEAVE

Section 7 is replaced with the following:

The City Manager shall accrue sick leave, vacation leave and executive leave benefits in the same manner and level as prescribed for other City Exempt At-Will Executive classifications, except as follows:

- In FY 2015/16, the City Manager may cash out up to 160 hours of accrued vacation leave.
- In FY 2016-17, the City Manager may cash out up to 120 hours of accrued vacation leave.

SECTION 8: OTHER EMPLOYMENT BENEFITS

Section 8(b) is replaced with the following:

City agrees to pay the full cost of the employer contribution and the City Manager shall pay the full cost of the employee contribution to the California Public Employees Retirement System ("CalPERS") premiums.

The above and foregoing Resolution was introduced by Councilmember Hammerstrom, seconded by Councilmember Cimolino, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 13th day of July, 2015, by the following vote:

AYES: Councilmembers Peters, Cimolino, Deitz, Hammerstrom, and Mayor Turner.
NOES: None.
ABSENT: None.
ABSTAIN: None.



**DAVE TURNER,
Mayor**

ATTEST:

Brenda Jourdain
**Brenda Jourdain,
Administrative Assistant**