



Legislation Details (With Text)

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Title:	Staff Report for a City of San Leandro City Council Resolution to Approve an Employment Agreement with Jeffrey Kay, to serve as the City Manager.				
Sponsors:	Rich Pio Roda				
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Attachments:	1. City Manager Salary Survey - 2018				

Date	Ver.	Action By	Action	Result
9/4/2018	1	City Council	Received and Filed	

Staff Report for a City of San Leandro City Council Resolution to Approve an Employment Agreement with Jeffrey Kay, to serve as the City Manager.

SUMMARY AND RECOMMENDATIONS

Approve an employment agreement with Jeffrey Kay to serve as the City Manager.

BACKGROUND

On July 12, 2018, the City Council announced its decision to appoint Jeffrey Kay as the new City Manager. The City Council and Mr. Kay completed negotiations and reached agreement on employment terms, including compensation and benefits. The proposed employment agreement provides the following:

- The term of the agreement is for three (3) years
- The annual salary will be \$255,000
- 3% cost of living increase effective January 1, 2019
- 3% cost of living increase effective January 1, 2020
- 2% employee contribution towards the City's CalPERS retirement costs for a total employee contribution of 10% in the first year.
- 3% employee contribution towards the City's CalPERS retirement costs for a total employee contribution of 11%, effective July 1, 2019

A review of compensation and benefits of city manager positions indicates that the proposed terms are fair and competitive for comparable cities in Alameda County.

As established by the terms of the employment agreement, the City Council will also approve new salary schedules for the City Manager classification. Approval of the salary schedules will comply

with CalPERS' requirement for publicly available pay schedules in accordance with California Code of Regulations Section 570.5.

Fiscal Impacts and Budget Authority

Funding for this position is included in the City Manager's Office department 2018-19 budget and no additional funds are required. The new City Manager's agreement provides an annual salary that is \$3,036 higher than the former City Manager salary. This cost is more than offset by Mr. Kay paying 2% of the City's CalPERS retirement costs.

ATTACHMENT(S)

- Salary survey of Alameda County cities

PREPARED BY: Emily Hung, Human Resources Manager and Richard D. Pio Roda, City Attorney