



Item No. 16 Town of Atherton

CITY COUNCIL STAFF REPORT – REGULAR AGENDA

**TO: HONORABLE MAYOR AND CITY COUNCIL
GEORGE RODERICKS, CITY MANAGER**

FROM: MONA G. EBRAHIMI, CITY ATTORNEY

DATE: JUNE 19, 2024

**SUBJECT: CITY MANAGER PERFORMANCE EVALUATION AND APPROVAL OF
AMENDMENT TO CITY MANAGER EMPLOYMENT CONTRACT**

RECOMMENDATION

Review the staff report and consider adoption of the attached amendment to the employment agreement between the Town of Atherton and George Rodericks.

BACKGROUND AND ANALYSIS

Each year beginning in early spring, the City Council conducts an annual evaluation of the City Manager's performance. The City Council conducted a performance review of the City Manager and found it to be generally outstanding. As such, they wished to amend his contract to reflect his service to the Town, but also to bring his salary in conformance with a cost of living adjustment and an equity adjustment based on a comparative salary analysis. To achieve this, The City Council desires to amend the City Manager's contract and increase his existing salary from \$267,128 to \$287,218 per year, which is comprised of a 5% equity adjustment and a 2.4% cost of living (CPI) adjustment. Additionally, the City Council would like to offer a one-time \$12,000 bonus.

POLICY FOCUS

This Eleventh Amendment to the employment agreement which provides CPI salary adjustments to the City Manager for his performance, also serves as a retention tool for the Town and prevents salary compaction with other staff (the equity adjustment).

FISCAL IMPACT

The approval of this eleventh amendment to the City Manager's employment agreement will result in an increase of \$20,088.24 to his annual salary and a \$12,000 increase for the bonus. No other changes are being proposed.

PUBLIC NOTICE

Public notification was achieved by posting the agenda, with this agenda item being listed, at least 72 hours prior to the meeting in print and electronically. Information about the item is also disseminated via the Town's electronic News Flash and Atherton Online. There are approximately 1,600 subscribers to the Town's electronic News Flash publications. Subscribers include residents as well as stakeholders – to include, but not limited to, media outlets, school districts, Menlo Park Fire District, service providers (water, power, and sewer) and regional elected officials.

COMMISSION/COMMITTEE FEEDBACK/REFERRAL

This item ____ has or X has not been before a Town Committee or Commission.

- ____ Audit/Finance Committee (meets every other month)
- ____ Bicycle/Pedestrian Committee (meets as needed)
- ____ Civic Center Advisory Committee (meets as needed)
- ____ Environmental Programs Committee (meets every other month)
- ____ Park and Recreation Committee (meets each month)
- ____ Planning Commission (meets each month)
- ____ Rail Committee (meets every other month)
- ____ Transportation Committee (meets every other month)
- ____ Tree Committee (meets each month)

ATTACHMENTS

ATTACHMENT 1 – Amendment No. 11 to the Employment Agreement between the Town of Atherton and George Rodericks.