



Item No. {{item.number}} Town of Atherton

CITY COUNCIL STAFF REPORT – REGULAR AGENDA

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

FROM: MONA EBRAHIMI, CITY ATTORNEY

DATE: JUNE 21, 2023

**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

Each year beginning in early spring, the City Council conducts an annual evaluation of the City Manager's performance. As such, the City Council conducted a comprehensive performance evaluation of the City Manager and on that basis, wishes to make amendments to his employment contract.

ANALYSIS

The City Council is pleased with the City Manager's performance and desires to amend his employment agreement with respect to this salary, both as a reflection of Mr. Rodericks' accomplishments and efforts, but also to bring his salary in closer alignment with that of other comparable cities.

Mr. Rodericks has had to attend an unusual number of evening meetings and special meetings this past year regarding the housing element and other issues. He is consistently available and responsive to the needs of the Town and the Council has found his performance to be excellent. As such, the Town wishes to amend Mr. Rodericks' employment contract as follows:

- The City Manager's existing annual base salary of \$256,854.15 be increased by 4% for a total amount of \$267,128.316 annually, which is a \$10,274.17 increase from last year.
- This increase will be effective on July 1, 2023.
- A one-time bonus in the amount of \$15,000.

FISCAL IMPACT

The approval of this Tenth Amendment to the City Manager's employment agreement will result in an increase of \$10,274.17 to his annual salary and a \$15,000 increase for the bonus.

GOAL ALIGNMENT

This Report and its contents are in alignment with the following Council Policy Goals:

- Goal Area A – Maintain Fiscal Responsibility
- Goal Area F – Be Forward-Thinking, Well-Managed, and Well-Planned

POLICY FOCUS

This Tenth Amendment to the employment agreement rewards Mr. Rodericks for his outstanding performance but also serves as a retention tool for the Town and prevents salary compaction with other staff.

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 project is also disseminated via the Town's electronic News Flash and Atherton Online. There are approximately 1,200 subscribers to the Town's electronic News Flash publications. Subscribers include residents as well as stakeholders –to include, but be not limited to, media outlets, school districts, Menlo Park Fire Protection District, service providers (water, power, and sewer), and regional elected officials.

COMMISSION/COMMITTEE FEEDBACK/REFERRAL

This item has not been before a Town Committee or Commission

ATTACHMENTS

1. Amendment No. 10 to the Employment Agreement between the Town of Atherton and George Rodericks