



Item No. 18 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 15, 2022

**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. Following the evaluation, the Council considers modifications to the employment agreement and does so in Closed Session. Each January since 2015, and separate from that review, the City Council would review the City Manager's performance for consideration of an annual bonus.

This year, the City Council conducted one comprehensive performance evaluation of the City Manager and wishes to use this process for future years.

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. To accomplish this, following a negotiation with the Mayor and Vice Mayor as an Ad Hoc Subcommittee of the City Council, the Subcommittee recommends the following:

- The City Manager's existing annual base salary of \$244,623 be increased by ____% to ____
_____ annually.
- This increase will be effective on July 1, 2022.
- A one-time bonus in the amount of \$_____.

City Manager Performance Evaluation

June 15, 2022

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POLICY FOCUS

This Ninth 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.

FISCAL IMPACT

The approval of this eight amendment to the City Manager's employment agreement will result in an increase of _____ to his annual salary and a _____ increase for the bonus.

GOAL ALIGNMENT

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

- Goal E – Strengthen Community Engagement and Transparency

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. 9 to the Employment Agreement between the Town of Atherton and George Rodericks

Amendment No.9 to the Employment Agreement
between the Town of Atherton and George Rodericks

The Employment Agreement ("Agreement") entered into by and between the TOWN OF ATHERTON, a municipal corporation ("Town") and GEORGE RODERICKS ("City Manager") on or about October 19, 2012, and amended on July 1, 2013, July 1, 2014, July 1, 2015, July 1, 2016, July 1, 2017, July 1, 2019, February 17, 2021, and September 15, 2021.

The Parties wish to make the following amendments to the Agreement as set forth below:

1. The parties agree to replace the following sentence from Paragraph 4 of the Agreement:

"The Town shall pay a base salary of Two Hundred Forty-Four Thousand Six Hundred and Twenty Three Dollars (\$244,623) per year, payable in prorated monthly installments, payable at the same intervals and in the same manner as regular employees, as may be amended from time-to-time to reflect percentage increases granted to all other management employees."

This deleted sentence will be replaced with the following sentences in Paragraph 4 of the Agreement:

"The Town shall pay a base salary of _____ per year, payable in prorated monthly installments, payable at the same intervals and in the same manner as regular employees, as may be amended from time-to-time to reflect percentage increases granted to all other management employees."

2. The Town shall pay City Manager a one-time bonus in the amount of \$ _____.
3. All other provisions of the Agreement shall remain in full force and effect.

In witness whereof, the parties have executed this 9th Amendment to the Agreement as of June 15, 2022, and taking effect on July 1, 2022.

TOWN OF ATHERTON

Rick DeGolia, Mayor

CITY MANAGER

George Rodericks

Approved as to Form:

Mona G. Ebrahimi, City Attorney