



# City of Morgan Hill

## Legislation Details (With Text)

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**Title:** CITY MANAGER AMENDED AND RESTATED EMPLOYMENT AGREEMENT  
**Sponsors:**  
**Indexes:**  
**Code sections:**  
**Attachments:** 1. Rymer Empl Agreement 3rd amended 2016.pdf

Date	Ver.	Action By	Action	Result
3/2/2016	2	City Council	accepted	Pass

## CITY COUNCIL STAFF REPORT MEETING DATE: MARCH 2, 2016

PREPARED/APPROVED BY: Steve Tate, Mayor

### CITY MANAGER AMENDED AND RESTATED EMPLOYMENT AGREEMENT

#### RECOMMENDATION(S)

Approve the City Manager's Amended and Restated Employment Agreement.

#### COUNCIL PRIORITIES, GOALS & STRATEGIES:

##### Ongoing Priorities

Enhancing public safety  
Protecting the environment  
Maintaining fiscal responsibility  
Supporting youth  
Fostering a positive organizational culture  
Preserving and cultivating public trust

##### 2016 Focus Areas

Planning Our Community  
Developing Our Community  
Enhancing Our Services  
Improving Our Communication  
Participate in Regional Issues

#### REPORT NARRATIVE:

Steve Rymer assumed the role as Morgan Hill's City Manager on February 4, 2013. Annually, the City

Council is required to evaluate the City Manager's performance. The primary purpose of the evaluation is to facilitate open and frank discussion, define roles and expectations, identify performance strengths and weaknesses, and provide an opportunity for the City Manager to take affirmative action to address weaknesses and areas needing improvement. As part of this process, the City Council and City Manager review the existing City Manager Employment Agreement and agree upon any amendments to compensation or any other terms.

As a result of Mr. Rymer's successful third year as Morgan Hill's City Manager, I am recommending that the City Manager's Employment Agreement be amended and restated. A few key revisions include:

- Five percent (5%) salary merit increase for his 2015 performance retroactive to the pay period ending on February 13, 2016
- The term of agreement to expire on June 30, 2018
- Administrative leave increased by 20 hours each fiscal year
- Administrative leave maximum accrual increased by 40 hours

**COMMUNITY ENGAGEMENT:**        **Inform**

**ALTERNATIVE ACTIONS:**

Direct Council's negotiation team to continue discussions with Rymer and return with different terms.

**PRIOR CITY COUNCIL AND COMMISSION ACTIONS:**

The City Manager performance evaluation takes place annually at the beginning of the year during noticed closed session.

**FISCAL AND RESOURCE IMPACT:**

A 5% merit increase equals \$10,800 annually and would bring Rymer's annual salary to \$228,000.

**CEQA (California Environmental Quality Act):**

Not a Project

**LINKS/ATTACHMENTS:**

Amended and Restated Employment Agreement