



City Council Agenda Item

City Council Meeting Date: July 20, 2021

TO: Honorable Mayor and Council Members

FROM: Jeff M. Malawy, City Attorney
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SUBJECT: Consideration of Second Amendment to City Manager Employment Agreement with James Throop; Adoption of Resolution No. 6442(21)

Recommendation:

Staff recommends the City Council:

- 1) Adopt Resolution No. 6442(21) (Attachment 1), approving the second amendment to City of Lompoc City Manager Employment Agreement with James (Jim) Throop (Attachment 2); or
- 2) Provide other direction.

Background/Discussion:

The City Council recently met in closed session to conduct a performance evaluation of City Manager Jim Throop pursuant to Section 5.2 of his Employment Agreement ("Agreement"). As a result of the performance evaluation and subsequent contract negotiation, the City Council and Mr. Throop tentatively agreed to amend the contractual terms of his employment to provide a 2% compensation increase consistent with what was recently provided to the City's Management, Supervisory, and Confidential ("MS&C") and Unrepresented classifications.

The attached Second Amendment to the City of Lompoc City Manager Employment Agreement ("Second Amendment") has therefore been prepared for the City Council's consideration. The Second Amendment would specifically amend the Agreement to do the following:

- (i) Base salary increase of 2% to \$203,605.93.
- (ii) Provide an additional one-time non-pensionable equity lump sum compensation payment of \$307.10 to make the compensation equivalent with the COLA increases recently received by MS&C and Unrepresented

employee groups, and to encourage employee's continued retention to fulfill the term of the Agreement.

Attachment 1 to this staff report is Resolution No. 6442(21). Attachment 2 is the Second Amendment. Attachment 3 is the original Agreement between the City of Lompoc and Mr. Throop and the First Amendment to the original Agreement.

Fiscal Impact

The effect of the contract amendment on the current FY 2021-23 budget is approximately \$8,815 (\$4,407 per year). There are sufficient appropriations in the current fiscal year budget to provide for those costs.

Conclusion:

Staff recommends the City Council adopt Resolution No. 6442(21) approving the second amendment to City Manager Jim Throop's employment agreement or provide other direction.

Respectfully submitted,



Jeff M. Malawy, City Attorney

- Attachments: 1) Resolution No. 6442(21)
2) Second Amendment to City Manager Agreement
3) City Manager Agreement and First Amendment to City Manager Agreement