



City Council Agenda Item

City Council Meeting Date: February 6, 2024

TO: Honorable Mayor and City Councilmembers

FROM: Jeff Malawy, City Attorney
Jmalawy@awattorneys.com

SUBJECT: Approval of Second Amendment to City Manager Employment Agreement with Dean Albro

Recommendation:

It is recommended the City Council approve the Second Amendment to the City Manager Employment Agreement with Dean Albro (Attachment 1) and direct the Mayor to execute it on behalf of the City Council.

Background/Discussion:

The City Council recently met in closed session to conduct a performance evaluation of City Manager Dean Albro pursuant to Section 5.2 of his Employment Agreement (Agreement) (Attachments 2 and 3). As a result of the performance evaluation and subsequent contract negotiation, the City Council and Mr. Albro tentatively agreed to amend the terms of his employment contract to provide a four percent (4%) base salary increase, consistent with the amount received by the City's Management, Supervisory, and Confidential (MS&C) employees on July 1, 2023. Additionally, Mr. Albro would be provided a one time lump sum payment in the amount of \$736.00 in order to encourage his continued retention for the term of the Agreement.

The salary increase would be effective the first full pay period following February 6, 2024 (increasing annual salary from \$239,200 to \$248,768). The one time retention payment would be provided in the same pay period.

Fiscal Impact:

The effect of the contract amendment on the Biennial Budget Fiscal Years 2023-25 is approximately \$5,888 for FY23-24 and \$11,795 for FY24-25. There are sufficient appropriations in the current fiscal year budget to provide for those costs.

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Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'Jeff Malawy', is positioned above a horizontal line.

Jeff Malawy, City Attorney

Attachments: 1) Proposed Second Amendment to City Manager Agreement
2) City Manager Agreement
3) First Amendment to City Manager Agreement