



Legislation Text

File #: 20-738, **Version:** 1

Adopt Joint City Council/Improvement District Resolution Authorizing the Execution of First Amendment to the July 1, 2019 Employment Agreement for City Manager with Tabatha Miller

On February 26, 2018, the City Council approved a City Manager Employment Agreement with Tabatha Miller with a term from March 5, 2018 to March 6, 2021. On July 8, 2019, the City Council approved a new Employment Agreement with Tabatha Miller, which provided for additional benefits and extended the term of the contract to July 1, 2022. In response to the impacts to the local economy and the City of Fort Bragg's financial outlook, City Council directed the City Manager to make expense reductions through staff layoffs and furloughs. The City Council directed the City Manager to not furlough or reduce the number of hours worked by the City Manager. The City Manager, as part of the budget reductions, suggested instead a voluntary salary reduction.

Attached to this Resolution is the First Amendment to the July 1, 2019 Employment Agreement with Tabatha Miller for the Council's consideration and approval. The First Amendment:

- 1) Reduces the salary of the City Manager from \$152,603 to \$142,603 annually.
- 2) Increases the cap or maximum number of vacation hours the City Manager may accrue from 360 to 450. This was approved by City Council on April 20, 2020 as reported out of closed session by Mayor Lee. The increased accrual limit allows the City Manager to continue to accrue vacation time without having to cash out vacation time, as provided for in the Employment Agreement, which would increase expenses or use vacation time during the COVID-19 Emergency.
- 3) Provides that if the City Manager is terminated, Severance Pay will be based on the salary prior to the voluntary reduction as will any payment for unused leave balances.