

REPORT TO CITY COUNCIL

DATE: JUNE 28, 2023

TO: HONORABLE MAYOR AND MEMBERS OF THE CITY COUNCIL

FROM: RAMIRO ADEVA, ASSISTANT CITY MANAGER

BY: CELESTE BIRD, ADMINISTRATIVE ANALYST

SUBJECT: ADOPT RESOLUTION NO. 23-2037 AMENDING THE COMPENSATION PLAN BY SETTING THE SALARY RANGES FOR CITY EMPLOYEES TO INCLUDE A 6% COLA RATE INCREASE, INCREASING THE EMPLOYER CONTRIBUTION TO HEALTHCARE PREMIUMS FOR FULL-TIME EMPLOYEES, INCREASING THE CITY'S MATCHING CONTRIBUTION TO THE DEFERRED COMPENSATION PLAN TO A DOLLAR-FOR-DOLLAR MATCH NOT TO EXCEED ONE HUNDRED DOLLARS (\$100.00) PER PAY PERIOD, ESTABLISHING THE POSITION OF HUMAN RESOURCES MANAGER, APPROVING THE CLASSIFICATION SPECIFICATION AND SETTING THE SALARY RANGE;

ADOPT RESOLUTION NO. 23-2038 INCREASING THE EMPLOYER CONTRIBUTION TO HEALTHCARE PREMIUMS FOR COUNCILMEMBERS; AND

APPROVE THE THIRD AMENDMENT TO THE CITY MANAGER'S EMPLOYMENT AGREEMENT AND THE CITY MANAGER'S PERFORMANCE BONUS

The City follows the practice of meeting and consulting with City employees on matters such as working conditions, classifications, and compensation, including salaries and benefits. Providing competitive salaries and benefits relative to other employers in the area and the professional field is a means to retain high performing employees. As a result of the Fiscal Year 2023-2024 and Fiscal Year 2024-2025 consultation sessions with the City employees, the City agreed to a two-year compensation package, reflected below.

Fiscal Year 2023-24

- 6% Cost of Living Adjustment (COLA) based on the annual average of the Consumer Price Index (CPI) as listed by the U.S. Department of Labor Statistics, Urban Wage Earners, and Clerical Workers for Los Angeles, Riverside, and

Orange Counties for year ending 2022, which will be effective the first pay period of the fiscal year beginning July 1, 2023.

- Amend the Flexible Benefits Plan offered by the City to its employees to include an increase to the employer healthcare contribution amount up to \$2,625 per month per employee, effective January 1, 2024, which will include the minimum contribution required under Public Employees' Medical and Hospital Care Act (PEMHCA), plus the Vision Service Provider (VSP) family rate effective July 1, 2023.
- Increase the City's matching contribution to the Deferred Compensation Plan to a dollar-for-dollar match not-to-exceed one hundred dollars (\$100.00) per pay period.

Fiscal Year 2024-2025

- The COLA will be the sum of the 2023 CPI for year ending 2023 plus 1.5% with the sum not-to-exceed 6.5%.
- Amend the Flexible Benefits Plan offered by the City to its employees to include an increase to the employer healthcare contribution amount up to \$2,750 per month per employee, effective January 1, 2025, which will include the minimum contribution required under Public Employee's Medical and Hospital Care Act (PEMHCA), plus the Vision Service Provider (VSP) family rate effective July 1, 2024.

Consistent with past practice, the City Councilmembers are offered the ability to participate in the healthcare plans offered by the City. It is proposed that the same Flexible Benefits Plan stated above, with the same effective dates as the employees, be offered to the Councilmembers.

Included in the budget for Fiscal Year 2023-24 is the salary for a full-time Human Resources Manager, which is necessary to handle an increased workload for matters related to Human Resources and Risk Management. Currently, job responsibilities that fall under Human Resources and Risk Management include things such as onboarding of new employees, separations, retirements, recruitments, internships, benefits, training, contract and insurance coverage review, claims processing, and managing the City's Loss Control Action Plan (LossCAP) Program.

Moving forward, those responsibilities will be expanded to include Succession Plan implementation, mentorship of analyst staff, assistance with preparation and management of department budget, and involvement with the bi-annual compensation discussions with employees.

In order for this to occur, the City Council must first establish the full-time position of Human Resources Manager, along with associated classification specification and salary range since it does not exist in the City's current salary schedule.

The Human Resources Manager position is being set at Range 59 (\$108,219-\$131,855) which is consistent with comparable positions in surrounding agencies.

Third Amendment to City Manager Employment Agreement

Following the City Manager's annual performance evaluation on May 24, 2023, the Mayor and Mayor Pro Tem reviewed the City Manager's compensation and benefits, as well as publicly available information regarding compensation and benefits for city managers in neighboring cities. Based on that review, the Mayor and Mayor Pro Tem recommends that the City Manager's employment agreement be amended to increase the City Manager's pay by five (5%) percent, which would set the City Manager's base salary to two hundred seventy-three thousand one hundred ninety-nine dollars and fifty cents (\$273,199.50) per year. The Mayor and Mayor Pro Tem also recommends that the City Manager be given a performance bonus of ten thousand dollars (\$10,000) for Fiscal Year 2022-2023 for continued exceptional performance, an increase to his car allowance from four hundred dollars (\$400) per month to five hundred dollars (\$500) per month, and a one percent (1%) increase to the City's contribution to the City Manager's 401(a) retirement savings plan, not to exceed five (5%) percent of the City Manager's salary. This City contribution to the 401(a) plan will be in lieu of any City contribution to the City Manager's 457 deferred compensation plan. The City Attorney has prepared the attached Third Amendment to the City Manager's employment agreement for the City Council's consideration. This Third Amendment, if adopted, would be effective with the pay period that includes July 1, 2023.

RECOMMENDATION

Staff recommends that the City Council adopt: 1) Resolution No. 23-2037; amending the compensation plan by setting the salary ranges for City employees to include a 6% COLA rate increase, increasing the employer contribution to healthcare premiums for full-time employees, increasing the City's matching contribution to the deferred compensation plan to a dollar-for-dollar match not-to-exceed one hundred dollars (\$100.00) per pay period, establishing the position of Human Resources Manager, approving the classification specification and setting the salary range; 2) adopt Resolution No. 23-2038; increasing the employer contribution to healthcare premiums for Councilmembers; and 3) approve the Third Amendment to the City Manager's employment agreement and the City Manager's performance bonus.

Attachments: (1) Resolution No. 23-2037
(2) Resolution No. 23-2038
(3) Third Amendment to City Manager's Employment Agreement

RESOLUTION NO. 23-2037

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF AGOURA HILLS, CALIFORNIA, AMENDING THE COMPENSATION PLAN BY SETTING SALARY RANGES FOR CITY EMPLOYEES TO INCLUDE A 6% COLA RATE INCREASE, INCREASING THE EMPLOYER CONTRIBUTION TO HEALTHCARE PREMIUMS FOR FULL-TIME EMPLOYEES, INCREASING THE CITY'S MATCHING CONTRIBUTION TO THE DEFERRED COMPENSATION PLAN TO A DOLLAR-FOR-DOLLAR MATCH NOT-TO-EXCEED ONE HUNDRED DOLLARS (\$100.00) PER PAY PERIOD, ESTABLISHING THE POSITION OF HUMAN RESOURCES MANAGER, APPROVING THE CLASSIFICATION SPECIFICATION AND SETTING THE SALARY RANGE

THE CITY COUNCIL OF THE CITY OF AGOURA HILLS HEREBY FINDS, RESOLVES, AND ORDERS AS FOLLOWS:

SECTION 1. The classifications and salary ranges as shown on Exhibit "A," attached hereto and incorporated herein as though set forth in full, are hereby authorized in City service effective the pay period beginning July 1, 2023.

SECTION 2. Effective January 1, 2024, through December 31, 2024, the City will increase the employer contribution amount up to \$2,625 per month which will include the minimum contribution required under the Public Employees' Medical and Hospital Care Act (PEMHCA), plus the Vision Service Provider (VSP) benefit effective July 1, 2023.

SECTION 3. Effective July 1, 2023, the City's matching contribution to the Deferred Compensation will increase to a dollar-for-dollar match not-to-exceed one hundred (\$100.00) per pay period.

SECTION 4. The salary schedule is amended to include the position of Human Resources Manager and the salary range and classification specification, attached as Exhibit "B" is adopted and approved effective July 1, 2023.

PASSED, APPROVED, and ADOPTED this 28th day of June, 2023, by the following vote to wit:

AYES: ()
NOES: ()
ABSENT: ()
ABSTAIN: ()

Chris Anstead, Mayor

ATTEST:

Kimberly M. Rodrigues, City Clerk

RESOLUTION NO. 23-2038

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
AGOURA HILLS, CALIFORNIA, INCREASING THE
EMPLOYER CONTRIBUTION TO HEALTHCARE
PREMIUMS FOR COUNCILMEMBERS**

**THE CITY COUNCIL OF THE CITY OF AGOURA HILLS HEREBY FINDS,
RESOLVES, AND ORDERS AS FOLLOWS:**

SECTION 1. Effective January 1, 2024, through December 31, 2024, the City's employer contribution amount will be up to \$2,625 per month, per employee, which will include the minimum contribution required under the Public Employees' Medical and Hospital Care Act (PEMHCA), plus the Vision Service Provider (VSP) rate.

PASSED, APPROVED, and ADOPTED this 28th day of June, 2023, by the following vote to wit:

AYES: (
NOES: (
ABSENT: (
ABSTAIN: (
)

Chris Anstead, Mayor

ATTEST:

Kimberly M. Rodrigues, City Clerk

EXHIBIT A

FULL-TIME POSITIONS AND SALARIES							
EFFECTIVE PAY PERIOD BEGINNING 07/01/2023							
POSITIONS	F/T RANGES	ANNUAL		MONTHLY		HOURLY	
		LOW	HIGH	LOW	HIGH	LOW	HIGH
EXEMPT							
ACCOUNTANT	50	86,654	105,580	7,221	8,798	41.66	50.76
ADMINISTRATIVE ANALYST	51	88,821	108,219	7,402	9,018	42.70	52.03
ASSISTANT CITY MANAGER	82	190,965	232,672	15,914	19,389	91.81	111.86
ASSISTANT DIRECTOR OF COMM SERVICES	68	135,151	164,668	11,263	13,722	64.98	79.17
ASSISTANT PLANNING DIRECTOR	68	135,151	164,668	11,263	13,722	64.98	79.17
ASSISTANT TO THE CITY MANAGER	60	110,925	135,151	9,244	11,263	53.33	64.98
ASSOCIATE CIVIL ENGINEER	59	108,219	131,855	9,018	10,988	52.03	63.39
BUILDING OFFICIAL	70	141,993	173,005	11,833	14,417	68.27	83.18
CITY CLERK	64	122,440	149,181	10,203	12,432	58.87	71.72
CITY ENGINEER	71	145,543	177,330	12,129	14,777	69.97	85.25
CITY MANAGER		273,199.50		22,766.63		131.35	
COMMUNITY DEVELOPMENT DIRECTOR	78	173,005	210,789	14,417	17,566	83.18	101.34
DEPUTY CITY MANAGER	73	152,911	186,307	12,743	15,526	73.51	89.57
DIRECTOR COMMUNITY SERVICES	78	173,005	210,789	14,417	17,566	83.18	101.34
DIRECTOR OF FINANCE	78	173,005	210,789	14,417	17,566	83.18	101.34
DIRECTOR OF PUBLIC WORKS/CITY ENG	78	173,005	210,789	14,417	17,566	83.18	101.34
EXECUTIVE ASSISTANT	46	78,504	95,650	6,542	7,971	37.74	45.99
FINANCE MANAGER	61	113,698	138,530	9,475	11,544	54.66	66.60
HUMAN RESOURCES MANAGER	59	108,219	131,855	9,018	10,988	52.03	63.39
MANAGEMENT ANALYST	51	88,821	108,219	7,402	9,018	42.70	52.03
MEDIA ANALYST	51	88,821	108,219	7,402	9,018	42.70	52.03
PLANNING DIRECTOR	72	149,181	181,763	12,432	15,147	71.72	87.39
PRINCIPAL PLANNER	62	116,540	141,993	9,712	11,833	56.03	68.27
PUBLIC WORKS PROJECT MANAGER	59	108,219	131,855	9,018	10,988	52.03	63.39
RECREATION MANAGER	59	108,219	131,855	9,018	10,988	52.03	63.39
RECREATION SUPERVISOR	50	86,654	105,580	7,221	8,798	41.66	50.76
SENIOR CIVIL ENGINEER	64	122,440	149,181	10,203	12,432	58.87	71.72
SENIOR CODE COMPLIANCE OFFICER	51	88,821	108,219	7,402	9,018	42.70	52.03
SENIOR PLANNER	58	105,580	128,639	8,798	10,720	50.76	61.85
HOURLY							
ACCOUNTING SPECIALIST II	46	78,504	95,650	6,542	7,971	37.74	45.99
ADMINISTRATIVE AIDE	38	64,432	78,504	5,369	6,542	30.98	37.74
ADMINISTRATIVE ASSISTANT I	37	62,861	76,590	5,238	6,382	30.22	36.82
ADMINISTRATIVE ASSISTANT II	41	69,386	84,541	5,782	7,045	33.36	40.64
ASSISTANT ENGINEER	53	93,317	113,698	7,776	9,475	44.86	54.66
ASSISTANT PLANNER	51	88,821	108,219	7,402	9,018	42.70	52.03
ASSOCIATE PLANNER	55	98,041	119,454	8,170	9,954	47.14	57.43
BUILDING PERMIT TECHNICIAN	38	64,432	78,504	5,369	6,542	30.98	37.74
CODE COMPLIANCE OFFICER	46	78,504	95,650	6,542	7,971	37.74	45.99
COMM SERV COORDINATOR	46	78,504	95,650	6,542	7,971	37.74	45.99
CULTURAL EVENT COORDINATOR	46	78,504	95,650	6,542	7,971	37.74	45.99
ENGINEERING AIDE I	38	64,432	78,504	5,369	6,542	30.98	37.74
ENGINEERING AIDE II	46	78,504	95,650	6,542	7,971	37.74	45.99
LAND USE TECHNICIAN	46	78,504	95,650	6,542	7,971	37.74	45.99
PLAN EXAMINER	46	78,504	95,650	6,542	7,971	37.74	45.99
PLANNING TECHNICIAN	38	64,432	78,504	5,369	6,542	30.98	37.74
PUBLIC SAFETY LIAISON OFFICER	46	78,504	95,650	6,542	7,971	37.74	45.99
SENIOR BUILDING INSPECTOR	47	80,467	98,041	6,706	8,170	38.69	47.14
PART-TIME POSITIONS AND SALARIES							
EFFECTIVE 12/24/2022							
	P/T RANGES	ANNUAL		MONTHLY		HOURLY	
		LOW	HIGH	LOW	HIGH	LOW	HIGH
INSTRUCTOR	1	32,240	39,281	2,687	3,273	15.50	18.89
RECREATION LEADER I	1	32,240	39,281	2,687	3,273	15.50	18.89
ADMINISTRATIVE INTERN I	6	36,477	44,443	3,040	3,704	17.54	21.37
RECREATION LEADER II	9	39,281	47,860	3,273	3,988	18.89	23.01
OFFICE ASSISTANT	11	41,270	50,283	3,439	4,190	19.84	24.17
ADMINISTRATIVE INTERN II	13	43,359	52,829	3,613	4,402	20.85	25.40
SENIOR PROGRAM INSTRUCTOR	14	44,443	54,150	3,704	4,512	21.37	26.03
RECREATION SPECIALIST	16	46,693	56,891	3,891	4,741	22.45	27.35
SPECIAL EVENT WORKER		160-1,060		PER EVENT			

EXHIBIT B
CITY OF AGOURA HILLS
HUMAN RESOURCES MANAGER

DEFINITION

Under general supervision, manages and coordinates human resources functions including recruitment and selection, succession plan implementation; diversity, equity, inclusion and other (DEI) related programs and practices; retirement and benefits, employer/employee relations, equal opportunity, classification and compensation, employee training, and/or organizational development, human resources records, human resources policies and procedures; supervises assigned staff; oversees risk management functions; performs research and analysis; performs related work as required.

CLASS CHARACTERISTICS

This is a classification in the City's Manager's Department. Positions in this class supervise support staff, manage recruitment and selection, classification and compensation, employee relations, training and organizational development and benefits. The Human Resources Manager has more specialized knowledge, decision-making accountability, and supervisory authority related to human resources and risk management laws, regulations, and practices.

EXAMPLES OF DUTIES

1. Manages the recruitment process for City departments; confers with departmental representatives on position requirements; ensures job openings are posted; oversees City's online applicant tracking; provides oversight for screening resumes and applications; identifies qualified applicants; monitors hiring process to assure adherence to human resource policies; coordinates the interview process and/or conducts oral interviews, extends job offers and negotiates salaries.
2. Plans, directs, coordinates, and reviews the work plan for Human Resources; meets with support staff to assign work activities and projects; monitors workflow; reviews and evaluates work products, methods, and procedures.
3. Provides risk management program oversight, including both liability and workers' compensation programs.
4. Prepares and oversees budgets for all programs related to Human Resources and Risk Management.
5. Assists the Assistant City Manager with administering the City's classification, compensation, and performance evaluation programs; supervises data collection and

analysis; assists in the development of salary recommendations which are consistent with City compensation policies.

6. Maintains, updates and provides guidance to employees and management regarding the interpretation of the City's personnel rules, practices and procedures, and the correct application of City policies, and ensures that all personnel policies and procedures are in compliance with state and federal law and Equal Opportunity guidelines; ensures employee complaints are investigated.

7. Serves as the City's Benefit Administrator; maintains knowledge of City benefits programs, policies and costs; manages and evaluates the City's employee health, dental, vision and life insurance plans; provides educational and informational assistance with employee benefits, employee assistance programs, retirement and deferred compensation plans.

8. Manages employee training and certification programs, as recommended by the City's risk management pool administrators, the California Joint Powers Insurance Authority (CJPIA).

9. Updates property, vehicle and insurance schedules as determined by CJPIA.

10. Assists with the City's underwriting needs as determined by CJPIA.

11. Assists the Assistant City Manager with disciplinary matters within the City and attends disciplinary and grievance hearings; provides oversight to the preparation of related written reports and correspondence.

12. Oversees new employee orientations, including ensuring distribution and explanation of policies, procedures, and benefits information.

13. Supervises or conducts fact-finding and complaint investigations; prepares a report of findings; makes recommendations and assists department with resulting personnel actions.

14. Plans, participates in, and evaluates special projects requiring coordination of activities across departmental and functional lines.

15. Analyzes the effect of new laws or administrative regulations on human resources programs and recommends policies, procedures for implementation.

16. Prepares Job Descriptions.

17. Represents Human Resources at City Council meetings, staff meetings, conferences, state and local organizations and associations as needed.

18. Completes special projects as needed.

19. Attends HR-related seminars and training.

20. Performs other duties as assigned.

QUALIFICATIONS AND GUIDELINES

Education and/or Experience

Any combination of training and experience that would provide the required knowledge, skills and abilities is qualifying. A typical way to obtain the required qualifications would be:

Equivalent to graduation from an accredited four-year college or university with major course work in human resource management, risk management, public administration, business administration, or a related field, and five (5) years of increasingly responsible professional human resources experience with responsibility for employee relations, compensation, classification, risk management, training and/or program/policy analysis related to the work; certification or specialized training in human resources management and a minimum of five (5) years of supervisory experience is desirable.

Knowledge, Skills and Abilities

- Administrative principles and practices, including goal setting, program development, implementation and evaluation and supervision of staff, either directly or through subordinate levels of supervision.
- Principles, methods, practices, and techniques of public administration; principles and practices of human resources programs in a public agency setting, including recruitment, selection, equal employment opportunity and employee orientation; job analysis and classification; compensation and benefit analysis and administration; employee relations, including negotiations and the interpretation of laws, regulations, policies and procedures.
- Organizational and management practices as applied to the analysis and evaluation of programs, policies, and operational needs.
- Applicable laws, codes, and regulations.
- Standard office support practices and procedures, including the use of standard office equipment.
- Computer applications related to work, including word processing, spreadsheet, and database applications.
- Records management principles and practices.
- Techniques for dealing effectively with the public, vendors, contractors, and City staff, in person and over the telephone.
- Techniques for providing a high level of customer service to public and City staff, in person and over the telephone.
- Planning, organizing, scheduling, assigning, reviewing, and evaluating the work of support staff.
- Evaluating and developing improvements in operations, procedures, policies, or methods.
- Recommending and implementing goals, objectives, and practices for providing effective and efficient services.
- Planning, organizing, and carrying out assignments with minimal administrative

direction.

- Interpreting, applying, and explaining complex laws, codes, regulations and ordinances.
- Performing responsible and difficult professional, technical, and analytical human resources and risk management functions involving the use of sound judgment and personal initiative.
- Analyzing and reviewing financial data and making recommendations.
- Preparing and maintaining accurate reports and records.
- Preparing clear and concise reports, correspondence, policies, procedures, and other written materials.
- Managing multiple projects and deadlines and prioritizing multiple tasks and demands.
- Maintaining accurate files and records.
- Operating modern office equipment including computer equipment and software programs.
- Using English effectively to communicate in person, over the telephone and in writing.
- Using tact, initiative, prudence and independent judgment within general policy, procedural and legal guidelines.
- Establishing and maintaining effective working relationships with employees and those contacted in the course of the work.
- Analyzing problems, identifying alternative solutions, anticipating consequences, and implementing recommendations in support of goals.

Special Requirements

Must possess and maintain a valid California class C driver license and have a satisfactory driving record.

PHYSICAL DEMANDS

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer; vision to read printed materials and a computer screen; and hearing and speech to communicate in person, before groups and over the telephone. This is primarily a sedentary office classification although standing in work areas and walking between work areas may be required. Finger dexterity is needed to access, enter and retrieve data using a computer keyboard, typewriter keyboard or calculator and to operate standard office equipment. Positions in this classification occasionally bend, stoop, kneel, reach, push and pull drawers open and closed to retrieve and file information. Positions in this classification occasionally lift and carry reports and records that typically weigh less than 20 pounds.

WORK ENVIRONMENT

Employees work in an office environment with moderate noise levels, controlled temperature conditions and no direct exposure to hazardous physical substances.

WORKING CONDITIONS

May be required to work on evenings, weekends, and holidays.

**THIRD AMENDMENT TO CITY MANAGER EMPLOYMENT
AGREEMENT BETWEEN THE CITY OF AGOURA HILLS AND
NATHAN HAMBURGER**

That certain Employment Agreement dated June 28, 2023, by and between the City of Agoura Hills ("Employer") and Nathan Hamburger ("Employee") (the "Agreement") is hereby amended as follows:

1. Section 3.01(a) of the Agreement is hereby amended to read as follows:

“(a) As compensation for the services to be performed hereunder, Employee shall receive a salary of two hundred seventy-three thousand one hundred ninety-nine dollars and fifty cents (\$273,199.50) per year.”

2. Section 4.02 of the Agreement is hereby amended to read as follows:

“Section 4.02. Retirement Savings Plans. The City has established a 457 deferred compensation plan in which the Employee is eligible to participate. The City has also established a 401(a) plan into which retirement contributions may be made for the benefit of the Employee. City will pay the cost, if any, to administer the 401(a) plan. Employee will continue his election making voluntary contributions of at least 5% of his salary to the 457 plan. City agrees to make retirement contributions into a 401(a) plan for the benefit of the Employee by matching, dollar for dollar, Employee’s 457 contribution with a City contribution to the 401(a) plan, not to exceed 5% of the Employee’s salary. This City contribution to the 401(a) plan will be in-lieu of any City contribution to the Employee’s 457 plan.”

3. Section 4.03 of the Agreement is hereby amended to read as follows:

“Section 4.03. Automobile Allowance. Employee shall receive a monthly automobile allowance of \$500.00 in lieu of having an automobile provided to him by the City for business and personal use. Employee shall be solely responsible for maintaining the records necessary for personal tax purposes. This monthly automobile allowance does not, however, preclude the City Manager from using City vehicles for City business when appropriate.”

4. This Third Amendment, when approved by the City Council and duly executed by Employer and Employee, shall be made a part of the Amended Agreement. Except as amended herein, the terms and conditions of the Amended Agreement shall remain in full force and effect.

Executed on June 28, 2023, at Agoura Hills, California.

CITY OF AGOURA HILLS (“EMPLOYER”)

BY _____
Chris Anstead, Mayor
City of Agoura Hills

ATTEST

BY _____
Kimberly M. Rodrigues, MMC, City Clerk
City of Agoura Hills

APPROVED AS TO FORM

BY _____
Candice K. Lee
City Attorney

Nathan Hamburger (“EMPLOYEE”)

BY _____
Nathan Hamburger