

REPORT TO THE CITY COUNCIL

DATE: JULY 9, 2008

TO: HONORABLE MAYOR AND MEMBERS OF THE CITY COUNCIL

FROM: CRAIG STEELE, CITY ATTORNEY

SUBJECT: AMENDMENT NO. 4 TO THE CITY MANAGER'S EMPLOYMENT AGREEMENT; DETERMINATION REGARDING PERFORMANCE BONUS

Pursuant to the Employment Agreement between the City and City Manager Greg Ramirez, the City Council has recently conducted the City Manager's annual performance evaluation.

Following that evaluation, the City Council directed me to prepare an amendment to the City Manager's employment agreement for the City Council's consideration. As requested by Mr. Ramirez, the attached draft of Amendment No. 4 would change Mr. Ramirez' existing base salary by only the same 3.3% COLA increase that has been provided to all other City employee pay steps. Thus, if this amendment is adopted, effective July 1, 2008, Mr. Ramirez' base monthly salary would increase from \$14,670 to \$15,154.

In addition, under the terms of his contract, Mr. Ramirez is eligible for a performance bonus of up to 5% of his base salary. At this time, and based on his performance evaluation, it would be appropriate to determine the amount of his annual performance bonus, between 0% and 5%.

RECOMMENDATION

It is respectfully recommended the City Council consider the attached Amendment No. 4 to the City Manager's Employment Agreement and, if deemed appropriate, approve and authorize the Mayor to execute the same; and based on the performance evaluation, consider and approve an annual performance bonus between 0% and 5% of his previous annual salary.

Attachment: Amendment No. 4 to the City Manager's Employment Agreement

AMENDMENT NO. 4 TO EMPLOYMENT AGREEMENT
BETWEEN THE CITY OF AGOURA HILLS AND GREG RAMIREZ

That certain Employment Agreement dated February 24, 2004, as amended in February 2005, May 2006 and August, 2007 by and between the City of Agoura Hills (“City”) and Greg Ramirez (“City Manager”) (collectively the “Amended Agreement”) is hereby further amended as follows:

1. Section 4(A)(1)(a) of the Amended Agreement is amended in its entirety to read as follows:

“(a) Base Salary. Effective July 1, 2008, City agrees to pay City Manager for the services required by this Agreement to a monthly base salary of fifteen thousand one hundred fifty four dollars (\$15,154) per month.”

2. The foregoing amendments, when approved by the City Council and duly executed by the Mayor and City Manager, 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.

IN WITNESS WHEREOF the parties have executed this Amendment No. 4 to the Agreement as of July 9, 2008.

CITY MANAGER

Greg Ramirez

CITY OF AGOURA HILLS

John M. Edelston, Mayor

ATTEST:

Kimberly Rodrigues, CMC, City Clerk

APPROVED AS TO FORM:

Craig A. Steele, City Attorney