CITY OF WEST DES MOINES
CITY COUNCIL MEETING COMMUNICATION

7(h)

ITEM: Resolution to Approve Compensation - City Manager

DATE: June 11, 2018

FINANCIAL IMPACT: Funds have been included in the current budget to cover the cost of this pay increase.

BACKGROUND:
An evaluation form was distributed to the Mayor and City Council and the results clearly indicate a strong degree of confidence in the City Manager. In addition, a salary survey of comparable cities was also obtained and evaluated. The City has been very well served by the capable and dedicated efforts of the City Manager, Tom Hadden.

Based on a current salary of $192,442/year, this resolution authorizes a new salary of $199,446/year and an additional contribution of $4,670 (total of $40,911) to deferred compensation. This represents a total cash compensation increase of 5%. (Note that the City does not make any contributions to IPERS.) In addition, this resolution amends Section 2, D of the City Manager Employment Agreement to extend the employment agreement for one more year for a total of three years (to May, 2021). These changes are effective on the review date of May 1, 2018.

OUTSTANDING ISSUES (if any): None

RECOMMENDATION: City Council Adopt the Resolution approving the increase in compensation for the City Manager

Lead Staff Member: Jane Pauba Dodge, Human Resources Director

STAFF REVIEWS

Department Director	Jane Pauba Dodge, Human Resources Director JPDodge
Appropriations/Finance	
Legal	
Agenda Acceptance	

PUBLICATION(S) (if applicable)

Published In	
Dates(s) Published	

SUBCOMMITTEE REVIEW (if applicable)

Committee	Yes		
Date Reviewed	F&A		
Recommendation	**Yes**	No	Split

RESOLUTION

WHEREAS, on May 1, 2014 the City Manager began employment with the City of West Des Moines, and

WHEREAS, an annual performance evaluation is to occur on or about the anniversary of the City Manager's hire date, and

WHEREAS, in conjunction with the annual evaluation a compensation adjustment may be made; and,

WHEREAS, the annual performance evaluation of the City Manager has been completed and a compensation increase has been recommended;

WHEREAS, pursuant to West Des Moines City Code, Title 7, Article B-2, the City Council is to establish by resolution the compensation of the City Manager.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF WEST DES MOINES, IOWA THAT:

1. Pursuant to West Des Moines City Code Title 7, Article B-2 the annual compensation of the City Manager shall be increased from $192,442/year to $199,446/year; that an additional $4,670 /year be contributed to the City Manager's deferred compensation pension plan.

2. The effective date of the compensation increases shall be May 1, 2018.

3. Pursuant to the City Manager Employment Agreement, Section 2, D be amended that the employee agrees to remain in the exclusive employ of the City until the 1st day of May, 2021.

PASSED AND APPROVED this 11th day of June, 2018.

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Steven K. Gaer, Mayor

ATTEST:

_____
Ryan Jacobson, City Clerk