

CITY COUNCIL AGENDA ITEM
CITY OF SHORELINE, WASHINGTON

AGENDA TITLE:	Amendment to the City Manager's Employment Agreement
DEPARTMENT:	City Manager's Office
PRESENTED BY:	Robert L. Ransom, Mayor Robert L. Olander, City Manager

PROBLEM / ISSUE STATEMENT:


Earlier this year the City Council requested information on City Manager compensation for comparable size cities in our region. Based on that information it was determined that Shoreline's compensation package was behind the average for comparable cities with similar responsibilities. On November 5 the City Council requested that the City Manager prepare an amendment to the employment agreement (Attachment A).

FINANCIAL IMPACT:

The attached amendment increases the base salary from \$141,144 to \$145,000 annually and increases the deferred compensation from \$2,960.00 annually to \$10,000. This brings the total compensation up to the average of comparable cities.

RECOMMENDATION

It is recommended that the City Council approve the attached amendment to the employment agreement between the City Council and City Manager.

Approved By: City Manager  City Attorney ____

Attachments

A. Employment Agreement for Robert L. Olander

**AMENDMENT TO
EMPLOYMENT AGREEMENT FOR ROBERT L. OLANDER**

(ORIGINAL CONTRACT NO. 3787)

Whereas an agreement was entered into by and between the City of Shoreline, Washington, and Robert L. Olander on March 28, 2006; and

Whereas, the parties desire to update said agreement in order to maintain total compensation at levels comparable to that of city managers in other area cities of similar size based on recent survey data; now therefore

IN CONSIDERATION of the mutual covenants contained herein, the parties agree as follows:

1. Existing Agreement Amended: The City of Shoreline ("City" or "Employer") and Robert L. Olander ("Employee") entered into the employment agreement dated March 28, 2006, Contract No. 37877 ("Agreement"). The parties hereby amend that Agreement.

2. Amendment to Existing Agreement: The Agreement is amended in the following respects:

a) Section 3 A. is amended to read:

A. Base Annual Salary. For services rendered by Employee pursuant to this Agreement, Employer shall pay Employee a base annual salary of One Hundred Forty-five Thousand Dollars (\$145,000) effective December 1, 2007, on the City's regular payroll schedule. Employer agrees that during the term of his employment Employee's salary will never be reduced below the above-mentioned base annual salary, except as provided in Section 6. The Employer agrees to increase the base salary each year by the amount of the average across the board cost of living increase applied to salary ranges of the other employees of the Employer. This is a flat or one-step range.

b) Section 3 D. is amended to read:

D. Retirement.

1. Employee is covered by the State of Washington PERS I retirement system. Employer shall contribute the State required

amounts for the Employer's share of Employees' participation in the PERS 1 system as established in state law. The parties acknowledge that the amount of the Employer contribution is subject to adjustment by the state legislature in the future and agree that said contribution shall be adjusted (either increased or decreased) accordingly.

2. Employer shall contribute Eight Hundred Thirty-three Dollars (\$833.00) monthly to the Employee's 457 Deferred Compensation Plan effective December 1, 2007.

3. Terms and Conditions of Existing Agreement Remain the Same: The parties agree that, except as specifically provided in this amendment, the terms and conditions of the existing agreement continue in full force and effect.

EXECUTED, this the _____ day of _____, 2007.

CITY OF SHORELINE

EMPLOYEE

Robert L. Ransom
Mayor

Robert L. Olander
City Manger

APPROVED AS TO FORM:

Ian Sievers
City Attorney

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