

RESOLUTION NO. \_\_\_\_\_

**A RESOLUTION OF THE COUNCIL OF THE CITY OF SAN JOSE APPOINTING DAVID SYKES AS THE CITY MANAGER AND APPROVING THE TERMS OF COMPENSATION AND BENEFITS FOR THE CITY MANAGER, EFFECTIVE OCTOBER 14, 2017**

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SAN JOSE THAT:

1. David Sykes is appointed as the City Manager effective October 14, 2017 and the terms of compensation and benefits are hereby approved.
2. The general terms of compensation and benefits are set out and described in the memorandum to the City Council from Mayor Sam Liccardo, dated October 11, 2017, attached hereto as Attachment A, and incorporated in this Resolution.

ADOPTED this \_\_\_\_ day of \_\_\_\_\_, 2017, by the following vote:

AYES:

NOES:

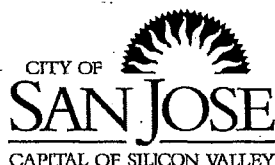
ABSENT:

DISQUALIFIED:

\_\_\_\_\_  
SAM LICCARDO  
Mayor

ATTEST:

\_\_\_\_\_  
TONI J. TABER, CMC  
City Clerk



# Memorandum

**TO:** CITY COUNCIL

**FROM:** Mayor Sam Liccardo

**SUBJECT:** CITY MANAGER  
APPOINTMENT AND  
COMPENSATION PACKAGE

**DATE:** October 11, 2017

Approved: \_\_\_\_\_

Date: \_\_\_\_\_

10-11-17

## RECOMMENDATION

Adopt a resolution appointing David Sykes as City Manager, effective October 14, 2017, consistent with the following terms of compensation and benefits.

## BACKGROUND

The major provisions of the proposed terms are summarized as follows:

- Salary: The starting bi-weekly salary will be \$12,115, which is equivalent to an annual amount of \$315,000.
- Executive Management Benefits: As executive management, the City Manager will receive the benefits that are included in the Executive Management and Professional Employees (Unit 99) Benefit and Compensation Summary (attached). The City Manager will also receive a \$350.00 monthly automobile allowance in accordance with the current City policy.
- Vacation and Executive Leave: The City Manager will accrue vacation and receive executive leave in accordance with Executive Management and Professional Employees (Unit 99) Benefit and Compensation Summary. Executive Leave cannot be cashed out or carried over into the next calendar year under any circumstances. Vacation can continue to accrue up to twice the annual accrual rate.
- Outside Employment: The City Manager will not engage in outside employment without City Council approval.