



Memorandum

TO: CITY COUNCIL
SUBJECT: CITY MANAGER
APPOINTMENT AND
COMPENSATION PACKAGE

FROM: Mayor Sam Liccardo
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.