



MEMORANDUM

To: Mayor and Council

From: Jim Smith

Date: October 15, 2015

Subject: Modifications to the City Manager's Employment Contract

The proposed changes for the 2015 Employment Contract with the City Manager Chris Brady are as follows:

1. The base salary in the 2014 Employment Contract will be increased by 5%.
2. In the deferred compensation section, delete the word "qualified" before defined contribution plan because a 457 plan is considered a nonqualified plan under federal law.
3. The heading for the termination section will be changed to "Liquidated Damages for Termination" so as to be more descriptive.
4. The pre-employment background check provision will be deleted as it is no longer applicable.
5. The contract will be dated to be effective as of July 1, 2015.
6. All other terms of the existing Employment Contract will remain the same.