



CITY OF COMMERCE AGENDA REPORT

TO: Honorable City Council

Item No. _____

FROM: City Manager

SUBJECT: Approval of Employment Agreement with City Manager

MEETING DATE: October 1, 2019

RECOMMENDATION:

The City Council will consider an employment agreement with City Manager Edgar P. Cisneros.

ANALYSIS:

City Manager Edgar Cisneros has served the City of Commerce since November 22, 2017. The existing agreement provides for salary increases after 12 months. Mr. Cisneros has expressed an interest in salary adjustments consistent with those afforded to other employees. Mr. Cisneros has also requested that the City Council consider that currently the City compensates the City Manager below the current market rate, given that according to a recent survey undertaken by the Human Resources Department, the average salary of a City Manager in comparable cities is approximately \$244,007. Additionally, the prior permanent City Manager for the City of Commerce was compensated at \$238,468.98 in 2017, and before that \$233,863.33 in 2016, and prior to that \$229,210.35 in 2015.

Additionally, City Manager Cisneros has expressed a desire in continuing his service for the City of Commerce beyond November, 2021, when the agreement is currently scheduled to end.

BACKGROUND:

The City Council hired Bob Murray and Associates to manage the recruitment of candidates to fill the vacant City Administrator position in 2017. Thirty-seven (37) candidates applied. The City Council selected five (5) candidates for an interview. The City Council conducted the interviews on Saturday, October 28, 2017. The City Council invited two candidates, including Mr. Cisneros, for a second round of interviews, which were conducted on November 7, 2017. Following the completion of the second round of

interviews, the City Council directed City staff to begin negotiations with Mr. Cisneros. Mr. Cisneros was appointed by the City Council on November 21, 2017 on a 4-1 vote. Cisneros served as the City Administrator from November 22, 2017 to May 2, 2019. On May 2, 2019 he was designated as the City Manager in accordance with Ordinance No. 708, which was approved for a second reading by the City Council on April 2, 2019.

FISCAL IMPACT:

The funding for this position has been approved as part of the adopted budget for fiscal year 19-20, but an additional appropriation will be required consistent with monetary adjustments approved by the City Council, if any.

Respectfully submitted by: Edgar P. Cisneros, City Manager

Reviewed by: Josh Brooks, Acting Finance Director

Reviewed by: Noel Tapia, City Attorney

Attachment:

1. Draft Employment Agreement between the City of Commerce and Edgar P. Cisneros
2. City Council Resolution
3. Ordinance No. 708 – City of Commerce