

**CITY OF ALBANY
CITY COUNCIL AGENDA
STAFF REPORT**

Agenda Date: September 4, 2023

SUBJECT: Amendment No. 4 to the Employment Agreement for City Manager Services

REPORT BY: Mala Subramanian, City Attorney

SUMMARY

This report details the proposed Amendment No. 4 to the Employment Agreement for City Manager Services.

STAFF RECOMMENDATION

That the Council adopt Resolution No. 2023-64, approving Amendment No. 4 to the Employment Agreement for City Manager Services.

BACKGROUND/DISCUSSION

On January 22, 2018, the City Council adopted [Resolution No. 2018-20](#) approving an employment agreement with Nicole Almaguer for City Manager Services (“Agreement”). On October 21, 2019, the City Council adopted [Resolution No. 2019-88](#) approving Amendment No. 1 to the Agreement to increase the compensation. On December 7, 2020, the City Council adopted [Resolution No. 2020-119](#) approving Amendment No. 2 to the Agreement to provide for additional administrative leave. On September 6, 2022, the City Council adopted [Resolution No. 2022-98](#) to execute the Restated Amendment No. 3 to the Employment Agreement for the City Manager, effective July 1, 2022 to provide for an increase in base salary and 6 months’ severance pay upon removal without cause.

In accordance with the terms of the Agreement, the City Council conducted an annual performance review of the City Manager on June 22, 2023 and July 17, 2023 and requested a fourth amendment to the Agreement to increase the City Manager’s base salary to \$ 266,279 effective July 1, 2023.

Attachment:

1. Resolution No. 2023-64 with Amendment No. 4 to the Employment Agreement