

CITY COUNCIL REGULAR SESSION

Ordinance amending the 2019 City of Bellevue T Pay Plan for “Non-Affiliated City Manager” to annual fixed rate of \$302,055 and authorizing execution of Amendment No. 3 to the Employment Agreement between the City and Brad Miyake related to the City Manager’s compensation program.

Kyle Stannert, Assistant City Manager, 452-6021
City Clerk’s Office

Joy St. Germain, Director, 452-4581
Human Resources

EXECUTIVE SUMMARY

The City Manager’s Employment Agreement adopted in June 2014 (CRN 51382) provides that the City Manager must receive a performance evaluation at least once annually and that eligibility for annual merit increases is tied to performance. Following an annual performance review, and review of market salary comparisons, Council requested an amendment to the current employment agreement to increase the City Manager’s annual salary.

RECOMMENDATION

Move to adopt Ordinance No. 6452
If approved, effective date: 01/01/2019

BACKGROUND/ANALYSIS

On June 2, 2014, the City Council approved the appointment of Brad M. Miyake as Bellevue’s City Manager as specified within the terms of his Employment Agreement.

In accordance with RCW 42.30.110(1)(g) on December 3 and 10, 2018, and on January 7, 2019, the City Council conducted the performance evaluation of Mr. Miyake, discussed Mr. Miyake’s compensation package, and requested staff to prepare an amendment to his current compensation.

POLICY & FISCAL IMPACTS**Policy Impact**

Bellevue City Code 3.79.130(B) *Adjustments to Employee Compensation.* The city manager may adjust employee compensation and/or benefits when this becomes necessary in order to carry out sound personnel management, and to accomplish objectives within the city’s defined commitments. However, the city manager may not adjust the salary or salary range for the city manager, nor may he/she adjust the compensation and/or benefits of bargaining unit employees as established by existing labor agreements, except in accordance with procedures established in collective bargaining; or in order to bring compensation and/or benefits in line with other bargaining units or unrepresented employees; provided however, such modifications may not exceed an annual cost to the city of \$50,000

in the aggregate for any bargaining unit. The city manager or his/her designee shall develop and implement rules for correcting over/underpayments of salary or other forms of compensation.

Fiscal Impact

If approved, the amendment would adjust the City Manager's compensation, increasing the annual fixed rate to \$302,055. The salary increase is effective January 1, 2019. There are sufficient funds in the 2019-2020 biennial budget for the adjustment.

OPTIONS

1. Adopt the Ordinance amending the 2019 City of Bellevue T Pay Plan for "Non-Affiliated City Manager" to annual fixed rate of \$302,055 and authorizing execution of Amendment No. 3 to the Employment Agreement between the City and Brad Miyake related to the City Manager's compensation program.
2. Do not adopt the Ordinance and provide alternative direction to staff.

ATTACHMENTS & AVAILABLE DOCUMENTS

- A. Amendment No. 3 to City Manager Employment Agreement
Proposed Ordinance No. 6452

AVAILABLE IN COUNCIL LIBRARY

N/A