

RESOLUTION NO. 14-41

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILLBRAE
AUTHORIZING THE MAYOR TO EXECUTE THE SECOND AMENDMENT TO
AGREEMENT WITH MARCIA RAINES
FOR EMPLOYMENT AS CITY MANAGER OF THE CITY OF MILLBRAE**

WHEREAS, the City of Millbrae entered into an Agreement dated December 18, 2008 (“Agreement”), to employ Marcia L. Raines as City Manager for a two-year term; and

WHEREAS, the City Council has amended the Agreement once since its inception to extend the term on a month to month basis, and to clarify the vacation benefit accrual rate as well as the termination provision; and

WHEREAS, the City Manager was hired with the intention and on the representation that the City would pay her the same compensation that was paid to the former City Manager; and a review of City’s payroll, compensation and benefit records convinced the City Council three years ago that the terms and conditions of the employment specified in the underlying Agreement did not constitute a compensation package commensurate with what was originally promised; and

WHEREAS, in light of the economic downturn, and the financial and other relevant considerations in the City, an amendment to address this deficiency was not implemented at that time; and

WHEREAS, having reviewed the city Manager's performance and, based on her strong record of performance as well as important external conditions and internal developments, the City Council desires to adjust the compensation of the City Manager as specified in the proposed Second Amendment so that the compensation of the City Manager will more appropriately align with that of other City Department Heads as set forth in the current Employment Agreement, and with her peers in similar positions in neighboring communities, and will further take into account the lack of any compensation increase over her more than 5 year tenure as well as the compensation discrepancy described above.

NOW, THEREFORE, BE IT RESOLVED THAT the Mayor is authorized to execute the Second Amendment to the Agreement between Marcia L. Raines and the City of Millbrae for Employment as City Manager of the City of Millbrae in the form presented to the City Council and attached hereto.

REGULARLY passed and adopted this 22nd day of July, 2014.


Wayne Lee
MAYOR

ATTEST:

Angela Lewis
CITY CLERK

I do hereby certify that the foregoing Resolution was duly and regularly passed and adopted by the City Council of the City of Millbrae this 22nd day of July 2014, by the following vote:

AYES:	COUNCILMEMBERS:	Lee, Gottschalk, Colapietro, and Oliva
NOES:	COUNCILMEMBERS:	Holober
ABSENT:	COUNCILMEMBERS:	None
ABSTAIN:	COUNCILMEMBERS:	None
EXCUSED:	COUNCILMEMBERS:	None



CITY CLERK