

RESOLUTION NO. _____

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
CHULA VISTA AMENDING THE CITY MANAGER
EMPLOYMENT AGREEMENT TO EXTEND ITS TERM UNTIL
JUNE 30, 2025, PROVIDE FOR TWO FIVE PERCENT ANNUAL
SALARY INCREASES, AND PROVIDE STANDARD
EXECUTIVE SEVERANCE BENEFITS

WHEREAS, on June 9, 2020, the City Council of the City of Chula Vista approved the appointment of Maria Kachadoorian as City Manager effective June 20, 2020 and approved Maria Kachadoorian's City Manager Employment Agreement; and

WHEREAS, Section 7C of the City Manager Employment Agreement states, in part, "The City Council may increase the Manager's Base Salary at any time in the sole discretion of the City Council"; and

WHEREAS, Section 7D further reads, "Manager's Base Salary increases approved by the City Council from time to time pursuant to this Agreement shall not require an amendment to this Agreement to be effective. Such may be set forth in an annual salary resolution or minute action approved by the City Council and ratified by resolution"; and

WHEREAS, on August 10, 2021, after evaluating the City Manager's performance, City Council approved an amendment to the City Manager salary and benefits effective August 13, 2021; and

WHEREAS, on August 9, 2022, the City Council convened in closed session to evaluate the City Manager's performance and consider possible terms for extension; and

WHEREAS, based on direction from City Council, staff prepared terms for a contract amendment agreed to by the City Manager to provide for an extension of the contract until June 30, 2025, for 5% annual salary increases beginning June 20, 2023, and for a standard executive severance package in the event of early termination equivalent to nine months of salary and health benefits.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Chula Vista, that the City Council:

1. Approves the amendment of the City Manager Employment Agreement to incorporate an extension of the contract to June 30, 2025, a 5% annual salary increase on June 20, 2023 and June 20, 2024, and the standard executive severance package in the event of early termination equivalent to nine months of salary and health benefits;
2. Authorizes and directs the City Attorney to prepare an amendment to the City Manager Employment Agreement consistent with the terms approved herein;
3. Authorizes and directs the Mayor to execute such amended City Manager Employment Agreement; and
4. Directs a copy of the amended City Manager Employment Agreement to be kept on file with the City Clerk's Office.

Presented by

Approved as to form by

Courtney Chase
Director of Human Resources/Risk Management

Glen R. Googins
City Attorney