



THE CITY OF  
NOVATO  
CALIFORNIA

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**STAFF REPORT**

MEETING

DATE: November 28, 2017

TO: City Council

FROM: Mike Antwine, Assistant City Manager

SUBJECT: **AMENDMENT, CITY MANAGER EMPLOYMENT AGREEMENT**

**REQUEST**

Approve an amendment to the agreement with City Manager Regan M. Candelario.

**DISCUSSION**

The terms and conditions of City Manager Regan M. Candelario’s employment are set forth in an agreement between the City and Mr. Candelario. From time-to-time, the employment agreement is amended to incorporate changes in terms and conditions that are discussed and agreed upon as part of his evaluation. The agreement requires that evaluations be conducted at least annually and that goals and objectives be established for the coming year. Generally, the basis for the goals, objectives and evaluations, as well as compensation and other terms and conditions of employment, is October to September each year.

The City Council met with Mr. Candelario in closed session to review and evaluate his performance, including his eligibility for performance based pay, and has determined that he has met the established goals and objectives for the prior year. The Council also discussed and agreed upon an amendment to his employment agreement, which provides for an additional two years to be added to the term of the agreement.

**FISCAL IMPACT**

None

**RECOMMENDATION**

Approve the agreement amendment.

**ATTACHMENT**

1. Agreement Amendment

**AMENDMENT TO AGREEMENT**

This Amendment to Agreement # 4743 is entered into as of this \_\_\_ day of \_\_\_\_\_, by and between the **CITY OF NOVATO**, municipal corporation, hereinafter called “City” and Regan M. Candelario, (herein “Employee”) at Novato, California.

**RECITALS**

WHEREAS, the City and Employee entered into Agreement #4743 dated August 16, 2016; and

WHEREAS, the parties desire to amend that Agreement;

**AGREEMENTS**

NOW, THEREFORE, Agreement # 4743 is hereby amended as set forth herein. Section 4 is amended to read:

Section 4c

The initial term shall be extended two additional years from October 23, 2018 to October 23, 2020.

All other terms and conditions of said Agreement #4743 shall remain the same.

IN WITNESS WHEREOF, the City and Employee have executed Amendment as of the date first above written.

\_\_\_\_\_  
Mayor, City of Novato

\_\_\_\_\_  
Regan M. Candelario