

Lompoc City Council Agenda Item



City Council Meeting Date: January 8, 2013

TO: Honorable Mayor and City Council Members

FROM: Joseph W. Pannone, City Attorney
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SUBJECT: Ratification of City Administrator Agreement

Recommendation:

City Council ratification of the two-year agreement between the City and Laurel M. Barcelona for her continued employment as the City Administrator.

Background/Discussion:

The City Council recently completed a performance evaluation of Laurel M. Barcelona, City Administrator and approved a revised job description for the position. At the conclusion of that review, the City Council authorized entering into a two-year agreement with Ms. Barcelona for continued employment as City Administrator through December 31, 2014.

The agreement, in essence, memorializes the understanding between the Council and Ms. Barcelona regarding her terms and conditions of employment. In addition, the agreement makes clear she is an "at will" employee. The salary and benefits she will receive are the same as she currently receives, as previously established by Resolution No. 5484(08). That salary also continues to be reduced by 5 percent, through the use of 8.5 furlough days and payment of 1 percent of the employee's assigned portion of the PERS' contribution, applicable to all other City employees. If Ms. Barcelona is terminated by the Council, without cause, then she is entitled to severance pay equal to the lesser of 3-months' salary and benefits or the salary and benefits to which she would be entitled for remainder of the term of the agreement, if that is less than 3 months. The agreement also provided Ms. Barcelona is to give the City Council 3-months' notice if she decides to resign. During the term of the agreement the salary shall not be changed, unless the compensation package for all employees of the City is changed. Similarly, during the term of the agreement, the benefits Ms. Barcelona will receive will not change, unless benefits for all other management employees of the City are changed.

Conclusion

The City Council is requested to ratify the subject agreement.

Respectfully Submitted,

Joseph W. Pannone, City Attorney

Attachments: 1) [City Administrator Employment Agreement](#)
2) [Resolution No. 5484\(08\)](#)