



City of Norman, OK

Municipal Building
Council Chambers
201 West Gray
Norman, OK 73069

Master

File Number: K-0708-32 Add #4

File ID: K-0708-32 Add #4

Type: Contract

Status: Non-Consent Items

Version: 1

Reference: Item No. 37

In Control: City Council

Department: Legal Department

Cost:

File Created: 05/06/2014

File Name: Amendment to Contract with Steven D. Lewis

Final Action:

Title: ADDENDUM NO. FOUR TO CONTRACT NO. K-0708-32: BY AND BETWEEN THE CITY OF NORMAN, OKLAHOMA, AND STEVEN D. LEWIS, CITY MANAGER FOR THE CITY OF NORMAN.

Notes: ACTION NEEDED: Motion to approve or reject Addendum No. Four to Contract No. K-0708-32 with Steven D. Lewis; and, if approved, authorize the execution thereof.

ACTION TAKEN: _____

Agenda Date: 05/13/2014

Agenda Number: 37

Attachments: K-0708-32 Amd 4 Anno, K-0708-32 Amd 4 Clean

Project Manager: Jeff Bryant, City Attorney

Entered by: jayme.rowe@normanok.gov

Effective Date:

History of Legislative File

Version:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:

Text of Legislative File K-0708-32 Add #4

Body

This Memorandum is to memorialize recent executive sessions of the Norman City Council concerning the performance of City Manager Steve Lewis and a consensus from the Council that an appropriate market based compensation adjustment be considered. The last compensation increase for the City Manager was approved on November 24, 2009, effective on the contract anniversary date of August 13, 2009. Council concluded a positive performance evaluation this past month of Mr. Lewis. Information has been gathered regarding an appropriate market based increase. This information was discussed by Council in Executive Session on April 8, 2014.

The City Manager's current annual salary, last adjusted on August 13, 2009, is \$156,832. The consensus was that the manager's base salary is significantly below market of comparable cities and an adjustment to \$165,000 per year is appropriate to be effective on his anniversary date of this fiscal year, August 13, 2013. In addition it was felt a merit based one-time stipend of \$5,000 should also be granted to be paid in the month of May. The recommended merit increase is based on continued positive performance evaluation. No other changes to the contract are recommended, so that all other employment benefits provided under the City Manager's current contract should be extended at their current contractual levels /amounts.

By Charter, the City Manager's compensation must be set by Ordinance. Approval of this contract is contingent

upon adoption of Ordinance No. O-1314-48 which is the previous item on this Agenda.