



# City of Norman, OK

Municipal Building  
Council Chambers  
201 West Gray  
Norman, OK 73069

## Master

**File Number: O-1314-48**

**File ID:** O-1314-48

**Type:** Ordinance

**Status:** Non-Consent Items

**Version:** 1

**Reference:** Item No. 36

**In Control:** City Council

**Department:** Legal Department

**Cost:**

**File Created:** 04/16/2014

**File Name:** Ordinance Fixing Compensation for City Manager

**Final Action:**

**Title:** CONSIDERATION OF ORDINANCE NO. O-1314-48 UPON SECOND AND FINAL READING: AN ORDINANCE OF THE COUNCIL OF THE CITY OF NORMAN, OKLAHOMA, AMENDING ORDINANCE NO. O-0910-9 FIXING THE COMPENSATION OF THE CITY MANAGER AS PROVIDED BY ARTICLE XVII, SECTION 1, OF THE CHARTER OF THE CITY OF NORMAN; PROVIDING FOR THE EFFECTIVE DATE FOR AN ADJUSTMENT IN COMPENSATION TO BEGIN; AND PROVIDING FOR THE SEVERABILITY THEREOF

**Notes:** ACTION NEEDED: Motion to adopt or reject Ordinance No. O-1314-8 upon Second Reading section by section.

ACTION TAKEN: \_\_\_\_\_

ACTION NEEDED: Motion to adopt or reject Ordinance No. O-1314-48 upon Final Reading as a whole.

ACTION TAKEN: \_\_\_\_\_

**Agenda Date:** 05/13/2014

**Agenda Number:** 36

**Attachments:** Text File O-1314-48.pdf, Memo, O-1314-48 Clean, O-1314-48 Annotated

**Project Manager:** Jeff Bryant, City Attorney

**Entered by:** jayme.rowe@normanok.gov

**Effective Date:**

### History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	City Council	04/22/2014	Introduced and adopted on First Reading by title only				Pass
<b>Action Text:</b> That this Ordinance be Introduced and adopted on First Reading by title only. by consent roll call							

### Text of Legislative File O-1314-48

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. Accordingly, this item will be scheduled for first reading of the Ordinance for April 22nd, and second reading of the Ordinance for May 13th, along with the Contract Amendment item.