



Legislation Text

File #: K-1819-146, **Version:** 1

CONTRACT K-1819-146: A CONTRACT BY AND BETWEEN THE CITY OF NORMAN, OKLAHOMA, AND MR. DARREL PYLE FOR EMPLOYMENT WITH THE CITY OF NORMAN AS CITY MANAGER BEGINNING JULY 15, 2019.

BACKGROUND: After an extensive search and interview process, the City Council recently agreed to employment terms for Mr. Darrel Pyle to serve as City Manager for the City of Norman. Staff was directed to draft an employment contract outlining such terms.

DISCUSSION: Contract K-1819-146 sets forth the material terms of Mr. Pyle's employment as City Manager. The contract sets Mr. Pyle's salary at \$170,000 per year, with additional salary in the form of a contribution equal to 13% of his annual salary into a qualified deferred compensation account. In addition to salary, Mr. Pyle will receive a \$6,000 per year car allowance, \$1200 per year cell phone allowance, and \$200,000 in life insurance coverage. The contract also calls for City payment of fees and travel expenses for a minimum of one (1) annual state and one (1) annual national conference, regional meeting, etc., organizational dues for two (2) national, one (1) regional, and one (1) state professional organization, and civic organization dues for Norman Rotary or a similar civic organization. The City will also pay Mr. Pyle's standard and customary expenses related to moving to Norman.

Mr. Pyle serves at the will of Council; this employment agreement may be terminated by the City with thirty (30) days written notice. In the event the contract is terminated by the City while Mr. Pyle is willing and able to serve the City, the City will compensate Mr. Pyle in severance pay in an amount equal to six (6) months salary, plus one (1) additional month for each year of service up to a maximum of twelve (12) months.

Mr. Pyle is scheduled to begin work on July 15, 2019. A companion item (Ordinance O-1819-44) setting forth his salary as required by City Charter will be on Council's agenda for First Reading on June 11, 2019 and June 25, 2019 for Second and Final Reading, with an effective date coinciding with Mr. Pyle's starting date.

RECOMMENDATION: Contract K-1819-146 contains the material terms and conditions of employment as discussed by City Council and Mr. Pyle and is presented to Council for approval.