

Introduced by \_\_\_\_\_

First Reading \_\_\_\_\_

Second Reading \_\_\_\_\_

Ordinance No. \_\_\_\_\_

Council Bill No. B 201-12

**AN ORDINANCE**

authorizing an amendment to the employment agreement with Michael Matthes as City Manager for the City of Columbia; and fixing the time when this ordinance shall become effective.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBIA, MISSOURI, AS FOLLOWS:

SECTION 1. The Mayor is authorized to execute an amendment to the employment agreement with Michael Matthes as City Manager for the City of Columbia. The form and content of the amendment shall be substantially as set forth in Exhibit A which is attached to and made a part of this ordinance.

SECTION 2. This ordinance shall be in full force and effect from and after its passage.

PASSED this \_\_\_\_\_ day of \_\_\_\_\_, 2012.

ATTEST:

\_\_\_\_\_  
City Clerk

\_\_\_\_\_  
Mayor and Presiding Officer

APPROVED AS TO FORM:

\_\_\_\_\_  
City Counselor

**AMENDMENT TO EMPLOYMENT AGREEMENT**

On this \_\_\_\_\_ day of \_\_\_\_\_, 2012, the City of Columbia, Missouri, a municipal corporation, (hereinafter called "Employer") and Michael Matthes, (hereinafter called "Employee"), amend their agreement of May 1, 2011 as follows:

- 1. Section 9 is amended to read as follows:

**Section 9: Severance Pay**

If the City Council removes Employee from office, or if Employee resigns by mutual agreement with the City Council, the Employer shall provide a minimum severance payment equal to twelve months salary at the current rate of pay. This severance shall be paid in a lump sum unless otherwise agreed to by the Employer and the Employee. No severance pay shall be made if Employee voluntarily resigns.

Upon resignation or removal from office, Employee shall be compensated for all accrued vacation and holiday leave.

If the Employee is removed from office because of a conviction of a felony, then the Employer is not obligated to pay severance under this section.

- 2. All other provisions of the May 1, 2011 agreement shall remain in effect.

IN WITNESS WHEREOF, the parties have executed this amendment on the day and year first above written.

CITY OF COLUMBIA, MISSOURI

By: \_\_\_\_\_  
Robert McDavid, Mayor

ATTEST:

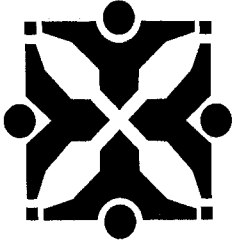
\_\_\_\_\_  
Sheela Amin, City Clerk

APPROVED AS TO FORM:

\_\_\_\_\_  
Fred Boeckmann, City Counselor

EMPLOYEE

By: \_\_\_\_\_  
Michael Matthes



Source: Law

TB

Agenda Item No:

To: City Council  
From: City Manager and Staff

A handwritten signature in black ink, appearing to be 'MM'.

Council Meeting Date: Aug 6, 2012

Re: City Manager's Employment Agreement

**EXECUTIVE SUMMARY:**

At the Mayor's request, the Law Department has drafted an amendment to the City Manager's Employment Agreement that would increase the severance pay provided for in the Agreement from six months to one year.

**DISCUSSION:**

The original Employment Agreement between the City and City Manager Mike Matthes provides that if the Council removes the City Manager from office or if he resigns by mutual agreement with the Council, he will receive a minimum severance payment equal to six months salary. Following the City Manager's evaluation, the Mayor requested the Law Department to draft an amendment to the Agreement that would increase the severance pay to equal twelve months salary.

**FISCAL IMPACT:**

Not applicable.

**VISION IMPACT:**

<http://www.gocolumbiamo.com/Council/Meetings/visionimpact.php>

Not applicable.

**SUGGESTED COUNCIL ACTIONS:**

Passage of the ordinance authorizing the Mayor to execute the amendment to the City Manager's Employment Agreement.

<b>FISCAL and VISION NOTES:</b>					
<b>City Fiscal Impact</b> Enter all that apply		<b>Program Impact</b>		<b>Mandates</b>	
City's current net FY cost	\$0.00	New Program/ Agency?	No	Federal or State mandated?	No
Amount of funds already appropriated	\$0.00	Duplicates/Expands an existing program?	No	<b>Vision Implementation impact</b>	
Amount of budget amendment needed	\$0.00	Fiscal Impact on any local political subdivision?	No	Enter all that apply: Refer to Web site	
Estimated 2 year net costs:		<b>Resources Required</b>		Vision Impact?	No
One Time	\$0.00	Requires add'l FTE Personnel?	No	Primary Vision, Strategy and/or Goal Item #	
Operating/ Ongoing	\$0.00	Requires add'l facilities?	No	Secondary Vision, Strategy and/or Goal Item #	
		Requires add'l capital equipment?	No	Fiscal year implementation Task #	