



Meeting Date: 09 / 11 / 07

ACTION	TYPE OF ITEM
<input type="checkbox"/> Approved Recommendation	<input checked="" type="checkbox"/> Info/Consent
<input type="checkbox"/> Ord. No(s). _____	<input type="checkbox"/> Report
<input type="checkbox"/> Res. No(s). _____	<input type="checkbox"/> Public Hearing (Info/consent)
<input type="checkbox"/> Other _____	<input type="checkbox"/> Other _____

Prepared By: Lino Corona *LC* Agenda Item No. I-6  
 Reviewed By: City Manager *MMH* City Attorney *J* Finance *SW* Other (Specify) \_\_\_\_\_

**DATE:** September 5, 2007

**TO:** City Council

**FROM:** Lino Corona, Interim Human Resources Director  
Human Resources Department

**SUBJECT:** Amendment to Employment Agreement with City Manager

**RECOMMENDATION**

That City Council approve and authorize the Mayor to execute an Amendment to the Employment Agreement between the City and City Manager.

**FINANCIAL IMPACT**

There are sufficient funds in the City Manager's budget to cover this agreement.

Attachment #1 Amendment to Employment Agreement Edmund F. Sotelo

**AMENDMENT TO EMPLOYMENT AGREEMENT  
EDMUND F. SOTELO**

This Amendment to Employment Agreement ("this Amendment") amends the Employment Agreement ("the Agreement") approved on April 22, 2003, by and between the City Council of the City of Oxnard on behalf of the City of Oxnard, California ("City") and Edmund F. Sotelo ("Sotelo").

WHEREAS, Sotelo has served as City Manager for City since February 22, 1998; and

WHEREAS, the City Council wishes to continue Sotelo's employment as City Manager beyond the February 29, 2008 expiration date of the current employment agreement between the City and Sotelo, and

WHEREAS, City and Sotelo have agreed to certain amendments to the Agreement.

NOW, THEREFORE, City and Sotelo agree to amend the Agreement as follows:

A. Section 1 of the Agreement is amended to read as follows:

"1. Term-The term of this amended Agreement shall begin on March 1, 2008 and shall expire on February 28, 2013."

B. Section 5 of the Agreement is amended to read as follows:

" 5. Compensation.

A. City agrees to continue to compensate Sotelo for his services as City Manager at his current annual base salary effective March 1, 2007.

B. Beginning March 1, 2008, and continuing thereafter on March 1, 2009, March 1, 2010, March 1, 2011 and March 1, 2012, City agrees to increase Sotelo's base salary by the increase in the percentage of the Consumer Price Index for Los Angeles, Riverside and Orange County – all urban wage earners and clerical workers for the period of January 1, to December 31, of the previous twelve month calendar year prior to the subject March 1, plus a performance adjustment to be determined by the City Council upon the completion of a performance review."

C. Section 8C of the Agreement is amended to read as follows:

“8. Annual Leave:

C. City agrees that between March 1 and February 28 of each term of this Agreement, Sotelo may redeem up to 120 hours of annual leave then credited and vested in Sotelo.”

D. Unless modified in this Amendment, all provisions of the Agreement shall remain in full force and effect as written. This Amendment between City and Sotelo, supersedes all prior communications, agreements and promises, either oral or written.

**CITY OF OXNARD**

**EDMUND F. SOTELO**

\_\_\_\_\_  
Dr. Thomas E. Holden, Mayor

\_\_\_\_\_  
Edmund F. Sotelo, City Manager

ATTEST:

\_\_\_\_\_  
Daniel Martinez, City Clerk

APPROVED TO FORM:

Gary L. Gillig 09-04-07  
Gary L. Gillig, City Attorney

ATTACHMENT NO. 1  
PAGE 2 OF 2

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