



Cover Memorandum/Staff Report

File #: 19-061

Agenda Date: 1/15/2019

Item #: 7.I.

TO: Mayor and Commissioners
FROM: Lynn Gelin, Interim City Attorney
THROUGH: Mark R. Lauzier, City Manager
DATE: January 15, 2019

CONSIDERATION OF INCREASE IN BASE SALARY, ONE-TIME BONUS, AND/OR BENEFIT INCREASE PURSUANT TO EMPLOYMENT AGREEMENT BETWEEN THE CITY OF DELRAY BEACH AND MARK R. LAUZIER, CITY MANAGER

Background:

This discussion item is requested pursuant to the terms of the Employment Agreement ("Agreement") between the City of Delray Beach and Mark R. Lauzier dated October 17, 2017, which provides that "...the Commission shall conduct an annual performance review of Employee and consider an increase in base salary, a one-time bonus, and /or benefit increase in consideration of the compensation policy for other executive management staff subject to the provision of Section 3(F)(1) of this agreement and the results of the [performance] evaluation...".

In order to remain in compliance with the Agreement, the City Commission must collectively consider a merit increase for the City Manager. Furthermore, as this decision must be made by the Commission as a whole, it must be conducted in the Sunshine.