



City of Sunnyvale

Meeting Minutes - Final City Council

Friday, September 1, 2017

1:00 PM

Council Chambers, City Hall, 456 W. Olive
Ave., Sunnyvale, CA 94086

Special Meeting

1 Call to Order in the Council Chambers (Open to the Public)

Mayor Hendricks called the meeting to order.

2 Roll Call

Present: 7 - Mayor Glenn Hendricks
Vice Mayor Gustav Larsson
Councilmember Jim Griffith
Councilmember Larry Klein
Councilmember Nancy Smith
Councilmember Russ Melton
Councilmember Michael S. Goldman

3 Closed Session Report from August 29, 2017

Vice Mayor Larsson reported the Council met in closed session on August 29, 2017 at 7 p.m. pursuant to California Government Code Section 54957: Public Employee Appointment; Title: Interim City Manager; nothing to report.

4 Public Comment (On Special Meeting Item Only)

Martin Schmidt requested that labor be involved in the city manager recruitment as in previous recruitments.

5 Public Hearing / General Business

[17-0734](#) City Manager Recruitment Plan

Director of Human Resources Teri Silva provided the staff report and a PowerPoint presentation. City Manager Deanna Santana and City Attorney John Nagel provided additional information.

MOTION: Councilmember Melton moved and Mayor Hendricks seconded the motion to authorize the Director of Human Resources to solicit Request for Qualifications from public sector executive recruitment firms; and provide direction

regarding the involvement of the Council Subcommittee on Performance Evaluation Tools and Recruitment Process for the City Attorney and City Manager to empower the subcommittee to 1) select the recruitment firm, 2) select candidates for advancement in the interview process, 3) select community and business panelists for those two panels, 4) engage in contract negotiations with the final candidate and 5) finalize the brochure.

FRIENDLY AMENDMENT: Councilmember Klein offered a friendly amendment to add a Closed Session for the final review of the selected candidates. Councilmember Melton accepted friendly amendment.

Councilmember Griffith confirmed with the maker of the motion that the friendly amendment is that the subcommittee will work with the recruiter to form a recommended list of interviewees which will be presented to the full Council to decide in Closed Session.

The motion as amended by friendly amendment carried by the following vote:

Yes: 7 - Mayor Hendricks
Vice Mayor Larsson
Councilmember Griffith
Councilmember Klein
Councilmember Smith
Councilmember Melton
Councilmember Goldman

No: 0

City Attorney John Nagel provided a report regarding governance. City Manager Deanna Santana provided additional information.

Following discussion, Mayor Hendricks stated he would work with staff to schedule a study session regarding the roles and responsibilities of City Council and City Manager.

Director of Human Resources Silva provided a report regarding City Manager compensation.

MOTION: Councilmember Melton moved and Vice Mayor Larsson seconded the motion that, in line with the recommendation from the Council Subcommittee on Performance Evaluation Tools and Recruitment Process for the City Attorney and

City Manager, the salary range for the city manager classification become a minimum of \$302,041 and a maximum of \$362,449 and that an automatic COLA would be included in final agreement to be negotiated.

Vice Mayor Larsson clarified that the salary included in the motion is the annual salary.

Following discussion, Councilmember Melton revised the motion to direct staff to come back to Council on September 12 with the appropriate documents to put in place in the resolution the salary range. Vice Mayor Larsson seconded.

The motion carried by the following vote:

Yes: 7 - Mayor Hendricks
Vice Mayor Larsson
Councilmember Griffith
Councilmember Klein
Councilmember Smith
Councilmember Melton
Councilmember Goldman

No: 0

City Manager Santana provided a report on director compensation. Director of Human Resources Silva and City Attorney Nagel provided additional information.

MOTION: Councilmember Melton moved and Vice Mayor Larsson seconded the motion to direct the city manager to 1) as shown on page 33 of the presentation: correct compensation ranges for directors at September 12 City Council meeting, correct below market compensation before departure, work with the Finance Director to address fiscal impact for Council review in mid-year budget; 2) as shown on page 32 of the presentation: Merit Based Pay Increases: Modify the salary resolution to provide for merit based pay increases for Department Directors, eliminate the 6 months and then every 12 months for regular salary increases, evaluation at 12 months to qualify for merit increase and annually thereafter; and 3) Severance Pay for Department Directors: Modify the salary resolution to provide for severance pay for Department Directors, clarify that directors serve at-will to the City Manager, and a minimum of 3 and maximum of 6 months severance based on years of service; 4) the city manager would be directed by page 31 of the presentation, recommended salary placement, specifically the column "new salary," and by the recommended ranges shown on page 30 of the presentation.

FRIENDLY AMENDMENT: Vice Mayor Larsson offered a friendly amendment to remove the portion of the motion regarding the "new salary" column on page 31 of the presentation.

Following discussion, Councilmember Melton accepted the friendly amendment.

The motion carried by the following vote:

Yes: 7 - Mayor Hendricks
Vice Mayor Larsson
Councilmember Griffith
Councilmember Klein
Councilmember Smith
Councilmember Melton
Councilmember Goldman

No: 0

6 Adjourn Special Meeting

Mayor Hendricks adjourned the meeting at 2:36 p.m.