



CITY COUNCIL AGENDA REPORT

City of Anaheim HUMAN RESOURCES DEPARTMENT

DATE: JULY 17, 2018

FROM: HUMAN RESOURCES DEPARTMENT

SUBJECT: APPROVAL OF CITY MANAGER APPOINTMENT AND
EMPLOYMENT AGREEMENT

ATTACHMENT (Y/N): YES **ITEM # 09**

RECOMMENDATION:

That the City Council, by Motion, approve the appointment of Chris Zapata to the position of City Manager effective Monday, August 6, 2018, and approve the associated employment agreement with an annual salary of \$291,000.

DISCUSSION:

During the past several months, the City, utilizing the services of an outside consultant, William Avery & Associates, Inc. (“Consultant”), conducted a nationwide recruitment to fill the position of City Manager. After an extensive search and subsequent interviews conducted, Chris Zapata was selected for potential appointment to the position of City Manager.

Mr. Zapata has approximately thirty six (36) years of public sector service in a variety of organizations throughout California and Arizona. Mr. Zapata’s experience encompasses City Manager appointments in full-service cities since 1992 and executive experience in the diverse urban areas of Phoenix, San Diego County/San Diego Bay, and Alameda County/San Francisco Bay. Most recently, Mr. Zapata served as the City Manager for the City of San Leandro. His leadership and proactive approach led him to be nationally recognized by the League of California Cities when, in 2010, he was awarded the Advancement of Diverse Communities award, as well as, the prestigious Phoenix, Arizona Valle Del Sol Exemplary Leader Award in 2003. Mr. Zapata earned his undergraduate degree from Northern Arizona University in Recreation Leadership with a minor in Business Administration.

Negotiations with Mr. Zapata have resulted in the recommendation that he be appointed on an “at-will” basis, at the sum of \$291,000 annually. Other recommended employment terms include a starting vacation accrual of 8 hours for each completed biweekly pay period, an initial vacation leave bank of 80 hours, an initial sick leave bank of 16 hours, and a temporary housing allowance up to \$9,000 and up to \$12,000 for moving expenses. All other remaining health and welfare plans are provided under the Personnel Rules and Policies Covering Management, Confidential & Non Represented Part Time Employees. Additionally, because the position of City Manager an “at-will”

position, it is recommended that Mr. Zapata's compensation package include severance pay equal to twelve (12) months of his monthly base salary, decreasing to six (6) months of his monthly base salary after five (5) years of employment. Mr. Zapata will be entitled to severance in the event he is terminated or in the event that he resigns after being requested to do so; provided, however, that severance will not be paid if Mr. Zapata is terminated as a result of 1) a conviction of any felony or crime of moral turpitude, 2) any act of dishonesty, or 3) any act that brings disrepute to Mr. Zapata or the City.

IMPACT ON BUDGET:

Sufficient funds are available in the City Manager's FY 2018/19 budget.

Respectfully submitted,

Jason R. Motsick
Acting Human Resources Director

Attachment:

1. Agreement