



# City of Killeen

## Legislation Details (With Text)

**File #:** RS-21-004    **Version:** 1    **Name:** City Manager Annual Evaluation & Pay Increase  
**Type:** Resolution    **Status:** Passed  
**File created:** 12/21/2020    **In control:** City Council  
**On agenda:** 1/12/2021    **Final action:** 1/12/2021  
**Title:** Consider a memorandum/resolution confirming the City Manager's annual evaluation and pay increase.  
**Sponsors:** Human Resources Department  
**Indexes:**  
**Code sections:**  
**Attachments:** 1. Staff Report, 2. Accomplishments, 3. Evaluation, 4. Contract Amendment

Date	Ver.	Action By	Action	Result
1/12/2021	1	City Council	Approved	Pass
1/5/2021	1	City Council Workshop		

Consider a memorandum/resolution confirming the City Manager's annual evaluation and pay increase.

**DATE:**        **January 5, 2021**  
**TO:**         **Jose Segarra, Mayor**  
**FROM:**       **Eva Bark, Executive Director of Human Resources**  
**SUBJECT:**    **Annual Evaluation and Pay Increase of City Manager**

**BACKGROUND AND FINDINGS:**

James "Kent" Cagle, City Manager was hired for this position on December 3, 2019. Pursuant to the City Manager's contract, the Council shall review the City Manager's job performance at least once annually and any pay increase shall be approved by resolution. The Mayor and the City Council conducted the City Manager's annual evaluation on December 15, 2020.

After the evaluation, City Council reached a consensus to increase Mr. Cagle's base salary by three percent (3%). A three percent (3%) increase will bring the total annual base salary to \$216,300. All other items in the City Manager's contract remain the same.

**THE ALTERNATIVES CONSIDERED:**

Council can choose to approve a three percent (3%) salary increase or can choose not to approve a three percent (3%) salary increase.

**Which alternative is recommended? Why?**

Staff recommends that the Council approve a three percent (3%) salary increase for the City Manager, Kent Cagle, based on the majority consensus reached at the Council workshop held on December 15, 2020.

**CONFORMITY TO CITY POLICY:**

Article III. - The Council, Section 28 of the City Charter authorizes the City Council to appoint a City Manager.

**FINANCIAL IMPACT:**

**What is the amount of the expenditure in the current fiscal year? For future years?**

The City Manager's current annual salary is \$210,000. A three percent (3%) increase will bring the total annual salary to \$216,300. The associated wage-based benefits for the three percent (3%) increase is \$1,419.

**Is this a one-time or recurring expenditure?**

This is a recurring expenditure.

**Is this expenditure budgeted?**

Yes, it is budgeted in account 010-0200-413.40-05 through 010-0200-413.40-89.

**If not, where will the money come from?**

N/A

**Is there a sufficient amount in the budgeted line-item for this expenditure?**

Yes

**RECOMMENDATION:**

Staff recommends that the Council approve a three percent (3%) salary increase for City Manager, James "Kent" Cagle based on the majority consensus reached at the Council workshop held on December 15, 2020.

**DEPARTMENTAL CLEARANCES:**

Finance  
City Attorney

**ATTACHED SUPPORTING DOCUMENTS:**

Accomplishments  
Evaluation  
Contract Amendment