



City of CHARLOTTE

MEMORANDUM

TO: Mayor Lewis and City Council Members

FROM: Gregg Guetschow, City Manager

SUBJECT: Extension of Employment Contract

DATE: November 18, 2015

I began working for the City of Charlotte in September 2007 as an independent contractor providing services as its interim city manager. I have been employed by the City as city manager since February 1, 2008 pursuant to a written employment agreement that has been renewed every two years since that date. A copy of my current contract will be found elsewhere in the agenda packet

The two-year term of my initial employment contract and its renewals was not accidental. I believe that each new Council when it is seated following an election should have the opportunity to make a decision as to whether to continue my employment with the City.

Toward the end of her term of office, Mayor Burch spoke to me about the challenge that the January 31 termination date presented to her, coming so soon after she took office. It requires a decision to be made early in the Council term so that adequate time is allowed for a smooth transition if Council chooses not to renew the contract. For new mayors and council members, this key decision must be made when they are still adjusting to the responsibilities and demands of their new offices. It is all the more challenging if there is a large turnover on the Council.

To address this issue, I am proposing to extend the term of my current contract to June 30, 2016 with all other terms remaining the same. A resolution to accomplish this extension is found in the agenda packet.