



**DATE:** July 23, 2019

**CATEGORY:** New Business

**DEPT.:** City Manager/Human Resources

**TITLE:** **Appointment of City Attorney and Authorization to Execute Employment Agreement with Krishan Chopra**

### **RECOMMENDATION**

Appoint Krishan Chopra to serve as City Attorney for the City of Mountain View, authorize the Mayor to execute an employment agreement with Mr. Chopra, and authorize a one-week overhire.

### **BACKGROUND**

The City of Mountain View conducted an extensive recruitment and selection process for the City Attorney position in preparation for Jannie Quinn's retirement on August 2, 2019. At the conclusion of the process, the City Council selected Krishan Chopra for the City Attorney position with the action at this meeting serving as the Council's formal appointment and report out on its Closed Session recommendation. Mr. Chopra brings 16 years of experience in local government, including serving as Senior Assistant City Attorney in the City Attorney's Office for the last 10 years.

### **ANALYSIS**

Following City Council approval of Mr. Chopra's appointment, an employment agreement will be finalized. Council has directed the following terms and compensation and authorization for the Mayor to execute the agreement on behalf of the City Council:

- Salary of \$245,000 annually.
- Continue participation in health, retirees' health, life, and disability insurance plans and CalPERS retirement with the same employer contribution as provided to department heads.

- Holidays, sick leave, and vacation accruals will continue based on the initial hire date and as provided to department heads.
- Management leave will increase from 80 hours to 96 hours as provided to department heads.
- Cell phone allowance of \$50 per month.
- Eligible to request a loan through City Council Policy D-13, Mountain View Employee Homebuyer and Relocation Assistance Program, subject to City Council approval and availability of funds at the time of the request.
- In the event of termination of the employment agreement, six months of severance as provided to Council appointees.

Because Ms. Quinn's retirement date will occur in the middle of the City's biweekly payroll cycle, appointing Mr. Chopra at the beginning of the pay period, on July 28, 2019, will meet the administrative requirements of the appointment as well as provide a week of formal transition. This overlap requires City Council approval of an overhire City Attorney position for one week.

### **FISCAL IMPACT**

There are sufficient funds in the Fiscal Year 2019-20 budget for the proposed compensation, including approval of the brief overhire position.

### **ALTERNATIVES**

1. Provide different direction regarding the employment agreement.
2. Continue the City Attorney search process.
3. Provide other direction.

**PUBLIC NOTICING** – Agenda posting.

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