

**VILLAGE OF DOWNERS GROVE
REPORT FOR THE VILLAGE COUNCIL MEETING
APRIL 5, 2011 AGENDA**

SUBJECT:	TYPE:	SUBMITTED BY:
Motion authorizing a salary increase and bonus for the Village Manager.	Resolution Ordinance ✓ Motion Discussion Only	Enza Petrarca Village Attorney

SYNOPSIS

A motion has been prepared authorizing a salary increase and bonus for David B. Fieldman, Village Manager.

STRATEGIC PLAN ALIGNMENT

The Village goals for 2011-2018 include *Exceptional Municipal Organization*.

FISCAL IMPACT

Funding for this project has been budgeted into the FY 2011 General Fund.

RECOMMENDATION

Approval on the April 5, 2011 consent agenda.

BACKGROUND

On October 7, 2008, David B. Fieldman entered into an employment agreement to serve as Village Manager for the Village of Downers Grove. On March 15, 2011, the Village Council conducted an annual evaluation of the Village Manager's performance. Adoption of this motion will authorize a \$5,000 annual salary increase effective immediately and a \$10,000 bonus for the Manager's performance in 2010. The bonus shall be paid out in two equal installments; October 1, 2011 and May 1, 2012. In the event that Mr. Fieldman is terminated without just cause prior to full payment of the bonus, then the full amount of the bonus shall be paid upon separation. However, shall Mr. Fieldman voluntarily resign his employment prior to payment of the bonus, he shall forfeit the bonus payment or remaining portion of the bonus payment, as the case may be.

ATTACHMENTS

Resolution
Agreement

VILLAGE OF DOWNERS GROVE
COUNCIL ACTION SUMMARY

INITIATED: Mayor **DATE:** April 5, 2011
(Name)

RECOMMENDATION FROM: _____ **FILE REF:** _____
(Board or Department)

NATURE OF ACTION:

☐ Ordinance
☐ Resolution
☒ Motion
☐ Other

STEPS NEEDED TO IMPLEMENT ACTION:

Motion to authorize a \$5,000 annual salary increase for Village Manager David Fieldman effective immediately; and a \$10,000 bonus for performance in 2010 payable in two equal installments on October 1, 2011, and May 1, 2012. In the event that the Village Manager is terminated without cause, said bonus shall be paid out in full upon separation.

SUMMARY OF ITEM:

Adoption of this motion shall authorize a \$5,000 annual salary increase for Village Manager David Fieldman effective immediately; and a \$10,000 bonus for performance in 2010 payable in two equal installments on October 1, 2011, and May 1, 2012. In the event that the Village Manager is terminated without cause, said bonus shall be paid out in full upon separation.

RECORD OF ACTION TAKEN:

