



# County of San Mateo

## Inter-Departmental Correspondence

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**Department:** BOARD OF SUPERVISORS  
**DISTRICT 4**  
**File #:** 20-763

Board Meeting Date: 10/6/2020

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**Special Notice / Hearing:** None  
**Vote Required:** Majority

**To:** Honorable Board of Supervisors  
**From:** Warren Slocum, President  
**Subject:** Consideration of Amendment to the Agreement with Michael Callagy for Services as County Manager

### **RECOMMENDATION:**

Adopt a resolution authorizing and directing the President of the Board of Supervisors to execute an amendment to the agreement with Michael Callagy for services as County Manager.

### **BACKGROUND:**

Pursuant to the County's Charter, the Board of Supervisors is charged with the appointment of the County Manager and setting the compensation of County officers. This Board appointed Michael Callagy as County Manager beginning in November of 2018. At the time, Mr. Callagy was given a written agreement with a two-year term, to expire on October 31, 2020.

### **DISCUSSION:**

Mr. Callagy has served the County well during his first two years as County Manager. He has a proven track record of forming critical community partnerships and leveraging resources through collaboration. He has provided strong leadership during times of prosperity as well as during these unprecedented times. His leadership, vision and collaborative spirit will continue to serve the County well as it navigates the unique challenges of the current pandemic and beyond.

This amendment will extend the term of the agreement for an additional 4 years, until October 31, 2024. At the end of the additional four years, he may continue service on terms determined by the parties at that time. The amendment also increases Mr. Callagy's base salary by 5%, commencing on the first pay period after Board approval of the amendment. The remaining provisions of the agreement between Mr. Callagy and the County are unchanged.

This item has been reviewed and approved by the County Counsel's Office as to form.

### **Financial Impact on County's Retirement System**

Government Code Section 31515.5 requires the County to provide the estimated financial impact that proposed benefit changes or salary increases for current employees would have on the funding status of SamCERA's retirement fund, the County's retirement system. As reflected in the attached letter from SamCERA's actuary, Milliman, the change reflected in this amendment does not change the incumbent's pension benefit and therefore the change will have no impact on the funding or Statutory Contribution Rates of SamCERA.

**FISCAL IMPACT:**

This action will result in an increased expenditure for the County Manager's base salary in the amount of \$17,992 annually.