



## Legislation Text

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**File #:** ID 2020-115, **Version:** 1

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**TO:** Chair and Members of the Board

**FROM:** Jeffrey Oris, Executive Director

**DATE:** March 11, 2020

### APPROVING THE EMPLOYMENT AGREEMENT WITH JEFFREY ORIS

**BACKGROUND:** The CRA has been operating with a temporary PART TIME Executive Director for approximately 8 months. During this time, a suitable replacement for a full-time position has not been found. Several MCRA Board members suggested elevating the current temporary Executive Director to full time status and insuring that the position is a CRA employee reporting to the CRA Board.

During discussions on this topic at the MCRA Board's December 19, 2020 meeting, the Board instructed the CRA Attorney to negotiate a contract with Mr. Oris to stay on as full-time Executive Director. Simultaneously, the Board also voted to do a recruitment for the position to insure they exhausted all options for the position. In order to insure the CRA administration was covered, Mr. Oris offered that if the Board were to sign an agreement with him but ultimately choose to go with another candidate after a recruitment, Mr. Oris would step down with a 2-week pay severance. The Board consensus was in favor of this condition. The Board also placed several parameters on an agreement including salary that would not exceed Mr. Oris' current hourly rate as annualized and that the position would report directly to the MCRA Board.

The agreement presented to the Board with this item will compensate Mr. Oris at the level requested, provide the same (or similar) benefit package as is provided to Senior Staff/Department Directors of the City with access to various voluntary program if they can be provided by the City. A cell phone stipend and a reimbursement of auto mileage for travel on CRA business is provided at a level that is contained in the current temporary agreement.

For the Board's information and to understand the level of benefits that would be allowed under this agreement, a copy of the City's most recent benefits booklet has been provided as back up to this item.

**RECOMMENDATION:** No recommendation is provided to avoid the appearance of conflict.

**FISCAL IMPACT:** Funding for a Full-time position will increase administrative cost in an amount of approximately \$85,000

**CONTACT PERSON:** Jeffrey Oris, Executive Director

