

ORDINANCE NO.

COUNCIL MEMBER ---- INTRODUCED THE FOLLOWING ORDINANCE:

AN ORDINANCE TO AMEND THE PAY OF PHILIP GREEN, CITY ADMINISTRATOR, FOR A PERFORMANCE PAY INCREASE, REPEALING ALL ORDINANCES OR PARTS OF ORDINANCES IN CONFLICT HEREWITH, PROVIDING WHEN THIS ORDINANCE SHALL BE IN FULL FORCE AND EFFECT AND PUBLISHING IN PAMPHLET FORM.

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**WHEREAS**, Nebraska Revised Statutes authorize the City of Blair to establish the salaries and pay rates of City of Blair Employees and Appointed Officials; and

**WHEREAS**, the City of Blair previously approved the salary and potential pay increases for the City Administrator, Philip Green; and

**WHEREAS**, the Mayor conducted a performance review of Philip Green as required by the Employee Agreement approved by Resolution 2023-09, dated April 11, 2023; and

**WHEREAS**, the Employee Agreement allows the Mayor to determine a performance-based salary increase of up to four (4%) for the City Administrator, with City Council Approval; and

**WHEREAS**, the Mayor recommends that the City Administrator, Philip Green, shall receive a two percent (2%) performance-based salary increase, in addition to the annual salary increase previously approved for all Blair employees; and,

**WHEREAS**, the City Administrator has requested an amendment to Section 5 of his original employment contract approved by Resolution 2023-09, dated April 11, 2023, relating to vacation leave accrual and maximum accumulation; and

**WHEREAS**, Nebraska law restricts severance arrangements in public employment contracts, requiring such benefits to be structured as compensation for services rendered; and

**WHEREAS**, the requested amendment is intended to adjust the maximum vacation leave accumulation to allow continued accrual consistency with senior staff benefits and the City's Employee Handbook; and

**WHEREAS**, the City Council finds it appropriate to approve an addendum to the City Administrator's contract to address vacation leave accumulation while maintaining all other terms of the original contract; and

WHEREAS, the proposed contract addendum is attached hereto and incorporated by reference as **Exhibit “A.”**

**NOW THEREFORE, BE IT ORDAINED BY THE MAYOR OF THE CITY COUNCIL OF THE CITY OF BLAIR, NEBRASKA AS FOLLOWS:**

1) The City Administrator, Philip Green, shall receive a two (2%) performance-based salary increase, in addition to the annual salary increase previously approved for all Blair employees.

2) The Mayor is hereby authorized to execute an addendum to the City Administrator’s original employment contract, substantially in the form attached hereto as Exhibit “A,” which modifies Section 5 of the contract relating to vacation leave accumulation.

3) Exhibit “A,” consisting of the addendum to the City Administrator’s employment contract, is hereby approved and incorporated into this ordinance by reference as though fully set forth herein. Except as expressly amended by Exhibit “A,” all other terms and conditions of the original employment contract shall remain in full force and effect.

All ordinances or parts of ordinances in conflict herewith are hereby repealed.

This ordinance shall be in full force and effect from and after its passage, approval, and publication as provided by law.

PASSED AND APPROVED ON THE 12<sup>TH</sup> DAY OF MAY, 2026.

CITY OF BLAIR, NEBRASKA

BY: \_\_\_\_\_  
MELINDA K. RUMP, MAYOR

ATTEST:

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BRENDA WHEELER, CITY CLERK

(SEAL)

