



City of Oceanside

300 North Coast Highway,
Oceanside, California 92054

Staff Report

File #: 25-745

Agenda Date: 4/23/2025

Agenda #: 21.

DATE: April 23, 2025

TO: Honorable Mayor and City Councilmembers

FROM: City Manager's Office

TITLE: RESOLUTION APPROVING AN AMENDMENT TO THE EMPLOYMENT AGREEMENT BETWEEN THE CITY OF OCEANSIDE AND JONATHAN BORREGO

RECOMMENDATION

Staff recommends that the City Council adopt the resolution approving an amendment to the employment agreement between the City and City Manager Jonathan Borrego, to be effective May 1, 2025.

BACKGROUND AND ANALYSIS

Jonathan Borrego was appointed Interim City Manager in March 2022 and was officially named City Manager in August 2022. Since that time, Mr. Borrego has provided strong and stable leadership and has had a significant role in overseeing or directly managing several major projects and initiatives that have positively shaped the Oceanside community.

A compensation survey of City Managers, conducted in December 2024 by the Government Training Agency/Regional Training Center (GTA), reviewed data from seventeen San Diego County cities (excluding City of San Diego). The survey found that the Oceanside City Manager position ranks 10th in total compensation. The most notable disparity is in the category of Deferred Compensation, in which Oceanside ranks last. The City's current annual employer contribution to the City Manager's deferred compensation plan is \$1,200.

To bring Oceanside in line with the median for this category, staff recommends increasing the annual employer contribution by \$19,600 - for a new total of \$20,800.

Mr. Borrego's personnel review was conducted on March 26, 2025. The City Council directed staff to negotiate modifications to the deferred compensation benefit currently provided to the City Manager and bring back a proposed contract amendment. Accordingly, the proposed resolution would amend the existing employment agreement between the City and Mr. Borrego as follows:

- Effective April 27, 2025, the City shall increase its annual contribution to the City Manager's deferred compensation plan by \$19,600, for a total annual contribution of \$20,800.

- The initial increase of \$19,600 shall be deposited as a lump-sum contribution on or as soon as practicable after April 27, 2025.
- Beginning in January 2026, the City's annual contribution of \$20,800 shall be distributed bi-weekly at a rate of \$800 per pay period.

FISCAL IMPACT

The FY 2024-25 budget for the City Manager position is \$465,175. There is enough salary savings to absorb this initial increase of \$19,600. In the subsequent years, this increase will be included in the General Fund ongoing budget.

Account Number	% Allocation	Amount	Available Balance
Management Svcs 150010101.5207	70%	\$13,720	\$190,369
H&B-Admin 624010101.5207	10%	1,960	105,063
Land Development 425423101.5207	10%	1,960	283,820
Engineering Capital Project 425010101.5207	10%	1,960	401,050
Total	100%	\$19,600	

COMMISSION OR COMMITTEE REPORT

Does not apply.

CITY ATTORNEY'S ANALYSIS

The referenced documents have been reviewed and approved as to form.

Submitted by: Robert O'Brien, Deputy City Manager

ATTACHMENTS:

1. Staff Report
2. Employment Agreement Amendment
3. Resolution