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MEMORANDUM

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P.O. Box 4100 ♦ FRISCO, COLORADO 80443

**TO: MAYOR AND TOWN COUNCIL**  
**FROM: THAD RENAUD, TOWN ATTORNEY**  
**RE: CONTINUATION OF TOWN MANAGER EMPLOYMENT AGREEMENT BETWEEN THE TOWN OF FRISCO AND TOWN MANAGER, NANCY KERRY**  
**DATE: JANUARY 26, 2021**

**Summary and Background:** The Town Manager, Nancy Kerry, began her employment with the Town of Frisco in January of 2019. Following her first year of service and completion of her annual performance evaluation, the Town Council entered into a new Agreement with Ms. Kerry in February of 2020. On January 12, 2021, the Town Council conducted its annual performance review with Ms. Kerry.

**Analysis:** On January 12, 2021, the Town Council conducted a performance review with Town Manager, Nancy Kerry and conveyed a high degree of satisfaction with her service to the community, the Council, and staff. The Council directed Ms. Kerry's employment agreement to reflect a five percent increase in salary; all other benefits, terms, and conditions remain the same as the current agreement. The term of the Agreement is indefinite.

**Financial Impact:** The attached Agreement includes a five percent (5%) increase in salary, the funds of which are included in the Town's 2021 general fund budget.

**Alignment with Strategic Plan:** The attached Employment Agreement with the Town Manager supports the Town Council's strategic priority to attract and retain high-performing employees to deliver Quality Core Services.

**Environmental Sustainability:** The attached Agreement has no impact on environmental sustainability.

**Staff Recommendation:** As the Town Manager reports directly to the Town Council and serves at the pleasure of the Town Council, there is no staff recommendation.

**Attachments:**

1. Town Manager 2021 Employment Agreement