



**DATE:** September 13, 2016

**TO:** Mayor and City Council

**FROM:** Director of Human Resources

**SUBJECT**

Adoption of a Resolution Approving an Employment Agreement with the City Manager and Authorizing the Mayor to Execute the Agreement on Behalf of the Council

**RECOMMENDATION**

That the City Council adopts the attached Resolution authorizing an employment agreement between the City of Hayward and the City Manager and authorizing the Mayor to execute the agreement on behalf of the Council.

**BACKGROUND/DISCUSSION**

On July 26, 2016, the City Council expressed its confidence that Kelly McAdoo had demonstrated the ability and skills to effectively lead the City of Hayward organization and unanimously approved a Resolution to appoint Kelly McAdoo as the City Manager for the City of Hayward. Ms. McAdoo previously served as Hayward's Assistant City Manager since October 2010 and has over 17 years of experience in local government.

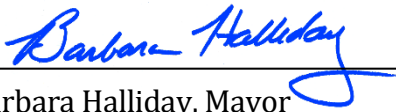
At the time of appointment, Council indicated that there was agreement as to basic employment terms, however more time was needed to review and discuss additional terms. The Council and Ms. McAdoo met over the recess and have reached agreement on the employment terms. Most employment terms remain the same as the previous City Manager's agreement, including cost sharing for benefits and retirement. Key differences between the agreement with Ms. McAdoo and that of the previous City Manager are 1) the Council requested and Ms. McAdoo has agreed to reside in the City of Hayward; and 2) the salary for the current City Manager is \$249,090, while the previous City Manager received \$257,300.

**FISCAL IMPACT**

The cost of the agreement with the City Manager is approved in the FY 2017 adopted budget. There will be an approximate annual savings to the General Fund of \$12,500.

*Prepared and Recommended by:* Nina S. Collins, Director of Human Resources

Approved by:

  
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Barbara Halliday, Mayor