



DATE: December 17, 2024

TO: Mayor and City Council

FROM: Mayor

SUBJECT: Adopt a Resolution Appointing Ana Alvarez as City Manager of the City of Hayward Effective January 9, 2025; Approving the Employment Agreement between Alvarez and the City of Hayward; and Authorizing the Mayor to Execute the Agreement

RECOMMENDATION

That Council adopts a resolution (Attachment III) approving the appointment of Ana Alvarez as the City Manager for the City of Hayward, approving the employment agreement between the City and Alvarez, and authorizing the Mayor to execute the agreement.

SUMMARY

Pursuant to Article VII of the Hayward City Charter, the City Manager shall be appointed by the Council and serve at the pleasure of the Council. After the separation of the former City Manager, the Council initiated a search for a candidate to fill the position. Ana Alvarez has been selected to serve in the City Manager role beginning January 9, 2025.

BACKGROUND AND DISCUSSION

Effective May 5, 2024, former City Manager Kelly McAdoo separated from the City, and the Council appointed Assistant City Manager Dustin Claussen as Interim City Manager in an interim pending the recruitment and selection of a new City Manager.

Aided by an executive search firm, the Council conducted an extensive search to select the appropriate candidate. The search culminated with the selection of two finalists, who participated in interviews with Council and the City's Executive team. A community group comprising members of the public was also invited to participate in the interview process.

After careful consideration of all applicants, the Council has selected Ana Alvarez to serve as the next City Manager effective January 9, 2025. Alvarez holds a Doctorate in Policy, Planning, and Development from the University of Southern California. Alvarez has nearly 30 years of experience in local municipal government and special district administration. Most recently, she served as the Deputy General Manager of the East Bay Regional Park District, the largest regional park system in the United States, representing the park district with state and federal agencies on policy and legislative matters.

The Council and Alvarez have reached agreement as to the terms of the employment, and the Council is asked to approve the employment agreement and authorize the Mayor to sign the agreement on behalf of the City.

FISCAL IMPACT

The City Manager’s compensation, as reflected in the employment agreement, is currently budgeted and would not have a fiscal impact.

STRATEGIC ROADMAP

This agenda item is a routine operational item and would not impact the priorities outlined in the Council’s Strategic Roadmap.

NEXT STEPS

If approved, Human Resources staff will finalize the employment agreement and offer letter and coordinate implementation of the salary and compensation in coordination with the Finance Department.

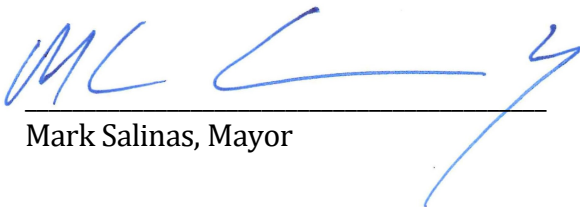
Prepared by:

Michael Lawson, City Attorney

Recommended by:

Mark Salinas, Mayor

Approved by:



Mark Salinas, Mayor

Attachments:

- Attachment II Employment Agreement
- Attachment III Resolution