



DATE: April 23, 2024

TO: Mayor and City Council

FROM: Director of Human Resources

SUBJECT: Council-Appointed Officer's Employment Agreement: Adopt a Resolution Approving a New Employment Agreement between the City of Hayward and the Interim City Manager and Authorize the Mayor to Execute the Agreement

RECOMMENDATION

That Council adopts a resolution (Attachment II) approving a new employment agreement between the City of Hayward and the Interim City Manager and authorizes 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. The current employment agreement between the City of Hayward and the standing City Manager is set to expire due to the current City Manager's resignation effective May 5, 2024. The City will enter a new agreement with an Interim City Manager effective May 6, 2024, to remain in effect until a permanent City Manager is selected and assumes that office.

BACKGROUND AND DISCUSSION

City Manager Kelly McAdoo's resignation from the Council Appointed position of City Manager shall be effective May 5, 2024. In order to maintain continuity of operations, the City will carry forward similar terms of the current City Manager agreement for the Interim City Manager, Dustin Claussen, effective May 6, 2024.

If approved, the proposed employment agreement will allow the City to maintain salary equity, market competitive advantages, and continuity of operations while the City engages in the search for a permanent replacement. The terms of the agreement are commensurate with the scope of duties and expectations of an Interim City Manager.

FISCAL IMPACT

If approved, the Interim City Manager's new Employment Agreement would result in no

additional fiscal impact.

STRATEGIC ROADMAP

This agenda item is a routine operational item and does not relate to any of the six priorities outlined in the Council’s Strategic Roadmap.

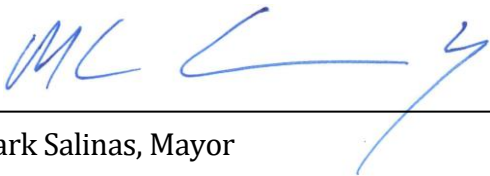
NEXT STEPS

If approved, staff will finalize the amended employment agreements and coordinate implementation of the salary and compensation changes with Payroll.

Prepared by: Brittney Frye, Director of Human Resources

Recommended by: Regina Youngblood, Assistant City Manager

Approved by:



Mark Salinas, Mayor