

April 7, 2026

Council Members,

I am writing to respectfully request that the following benefits be included as part of my employment package:

First, I am requesting a 5% employer contribution to deferred compensation. This ensures my compensation remains similar to those within city hall staff.

Second, I am requesting a one-time addition of 40 hours of sick leave.

Third, I am requesting a 12-month severance provision. Given the nature of public service and the potential for leadership or organizational changes outside an employee's control, this would provide reasonable security and stability.

Finally, I am requesting 3 hours per week of designated exercise time. Supporting employee health and wellness through regular exercise benefits both the individual and the organization by improving overall well-being, productivity, and resilience.

I believe these requests are reasonable and consistent with promoting retention, stability, and effective service. I appreciate your consideration and would welcome the opportunity to discuss these items further.

Sincerely,



Brandon Hammond
City Manager