



CITY OF CLEARLAKE

City Council

STAFF REPORT

SUBJECT: Consider approving a new Employment Services Agreement with Alan Flora as City Manager

MEETING DATE:

April 18, 2024

SUBMITTED BY: Ryan Jones, City Attorney

PURPOSE OF REPORT: Information only Discussion Action Item

WHAT IS BEING ASKED OF THE CITY COUNCIL/BOARD:

The City Council is being asked to consider approval of a new Employment Services Agreement with City Manager Alan Flora. The new Agreement contains a few modification to the terms contained in the previous contract, which are discussed below.

BACKGROUND/DISCUSSION:

Mr. Flora has served as City Manager since March 14, 2019. During that timeframe, the Council has appreciated Mr. Flora's leadership and execution of the policies and goals set forth by the City Council.

Accordingly, the City Council is considering rescinding Mr. Flora's current City Manager Agreement, and approving the attached new Employment Services Agreement. The key components of this Agreement are the following:

The Agreement is for a term of 2 years, which is a one-year extension beyond the term of the current Agreement. In addition, the proposed Agreement includes a provision whereby termination without cause for Mr. Flora would require a 4/5th vote of the Council for a period of year after the election of a new council member. The salary, benefits and other terms of the Agreement would not change from the previous Agreement.

Pursuant to subsection (3) to Government Code § 54953(c), prior to the City Council taking final action, staff will provide an oral report summarizing the financial highlights of the proposed Agreement.

OPTIONS:

1. Move to approve the attached Employment Services Agreement
2. Consider modifications to the proposed Agreement
3. Other direction

FISCAL IMPACT:

None \$ Budgeted Item? Yes No

Approval of this resolution will have no fiscal impact.

Budget Adjustment Needed? Yes No If yes, amount of appropriation increase: \$

Affected fund(s): General Fund Measure P Fund Measure V Fund Other:

Comments:

STRATEGIC PLAN IMPACT:

- Goal #1: Make Clearlake a Visibly Cleaner City
- Goal #2: Make Clearlake a Statistically Safer City
- Goal #3: Improve the Quality of Life in Clearlake with Improved Public Facilities
- Goal #4: Improve the Image of Clearlake
- Goal #5: Ensure Fiscal Sustainability of City
- Goal #6: Update Policies and Procedures to Current Government Standards
- Goal #7: Support Economic Development

SUGGESTED MOTIONS:

- Attachment:** 1) Employment Services Agreement