



STAFF REPORT	
SUBJECT: Amendment of Employment Services Agreement with Timothy Hobbs as Police Chief	MEETING DATE: Nov. 21, 2024
SUBMITTED BY: Alan D. Flora, City Manager	
PURPOSE OF REPORT: <input type="checkbox"/> Information only <input type="checkbox"/> Discussion <input checked="" type="checkbox"/> Action Item	

WHAT IS BEING ASKED OF THE CITY COUNCIL/BOARD:

The City Council is being asked to amend the contract with Timothy Hobbs as Police Chief to authorize longevity pay consistent with other employees and the Management Benefit Plan.

BACKGROUND/DISCUSSION:

Timothy Hobbs was appointed as Police Chief in January of 2023 by the City Manager with City Council approval as required by the Clearlake Municipal Code. The contract did not provide for a longevity incentive at the time. In order to make this contract and Chief Hobbs’ compensation consistent with other management employees and the Management Benefit Plan, it is recommended this section be removed from his contract, allowing qualification for the longevity incentive. (Section 3.5.1 (E))

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. Approve amendment to employment contract with Chief Hobbs and authorize the City Manager to sign.
2. Other direction

FISCAL IMPACT:

None \$18,183 Budgeted Item? Yes No

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:

Move to adopt.

- Attachments:** 1) Employment Agreement