



STAFF REPORT	
SUBJECT: Consider approving a new Employment Services Agreement with Alan Flora as City Manager for a three-year term	MEETING DATE: April 2, 2026
SUBMITTED BY: Scott Drexel, City Attorney	
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 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 3 years, commencing April 2, 2026 and ending April 2, 2029. The monthly salary is set at \$18,271.10, reflecting a 3% increase over the prior rate. A contingent 3% annual salary adjustment, beginning July 1, 2027, is included, subject to a positive Council evaluation and the Local Economic Benchmark being met. All other benefits and terms remain consistent with the prior 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

The proposed Agreement increases the City Manager's monthly salary from \$17,738.93 to \$18,271.10, an increase of \$532.17 per month (\$6,385.97 annually). This increase is within the current budget allocation for the City Manager position.

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