



**STAFF REPORT**  
**June 11, 2025**

**TO:** Honorable Mayor and City Council

**FROM:** Best Best & Krieger LLP, City Attorney

**SUBJECT:** Appointment of William Pattison as City Manager, Approving an Employment Agreement with Mr. Pattison and Adopting Resolution No. 2025-33

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**STAFF RECOMMENDATION**

Staff recommends that the City Council consider approving the following items:

1. City Manager Employment Agreement with William Pattison.
2. Resolution Appointing City Manager, Approving Employment Contract and Setting City Manager Compensation.

**DISCUSSION/ANALYSIS**

The City has been seeking a permanent City Manager for several months. After an extensive recruitment and interview process conducted by the City Council, the City Council directed that an employment agreement be negotiated with its chosen candidate, William Pattison, and be brought back for consideration and approval. Mr. Pattison has agreed to serve as City Manager.

Mr. Pattison offers over 30 years of city management experience, including prior employment with the City from which he retired at the end of 2020. He subsequently served as City Manager on an interim basis and as the interim Finance Director. Most recently, on January 22, 2025, Mr. Pattison was appointed the Acting City Manager and then, in February 2025, as Interim City Manager. Mr. Pattison has the specialized skills necessary to perform the duties of City Manager.

With the approval of this item, Mr. Pattison will be appointed the City Manager and employed pursuant to the terms and conditions contained in the attached City Manager Employment Agreement. Mr. Pattison will be an at-will employee during the term of his Employment Agreement, serving at the pleasure of the City Council.

Key terms of the Employment Agreement include:

- Annual salary of \$299,000.
- Vehicle allowance of \$500 per month.

- Annual contribution to a 401(a) qualified pension plan in an amount equal to 5% of the City's Manager's annual base salary.
- An initial one-year term with one additional two-year term extension.
- The City Manager's performance will be reviewed no less than annually.

Upon approval, Mr. Pattison will commence his service on June 12, 2025.

Included in the Council's agenda packet is the proposed Employment Agreement and the resolution to appoint William Pattison as City Manager.

#### **FISCAL IMPACT**

Sufficient funds for the salary and benefits proposed are included in the Fiscal Year 2024/2025 budget.

#### **ALTERNATIVES**

Council may provide additional alternatives.

#### **ATTACHMENTS:**

1. City Manager Employment Agreement with William Pattison.
2. Resolution Appointing City Manager, Approving Employment Contract and Setting City Manager Compensation.