



STAFF REPORT
April 22, 2026

TO: Honorable Mayor and City Council

FROM: Best Best & Krieger LLP, City Attorney

SUBJECT: Appointment of Gabriel A. Gonzalez as City Manager, Approving an Employment Agreement with Mr. Gonzalez and Adopting Resolution No. 2026-25

STAFF RECOMMENDATION

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

1. City Manager Employment Agreement with Gabriel A. Gonzalez.
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, Gabriel A. Gonzalez, and be brought back for consideration and approval. Mr. Gonzalez has agreed to serve as City Manager.

Mr. Gonzalez is a seasoned municipal executive officer with over 27 years of municipal experience, including two decades as city manager in small, medium, and large, culturally diverse communities. Most recently, Mr. Gonzalez was appointed as Interim City Manager. Mr. Gonzalez has the specialized skills necessary to perform the duties of City Manager.

With the approval of this item, Mr. Gonzalez will be appointed the City Manager and employed pursuant to the terms and conditions contained in the attached City Manager Employment Agreement. Mr. Gonzalez 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 \$300,000.
- Vehicle allowance of \$500 per month.
- Technology allowance of \$150 per month.

- Annual contribution to a 457(b) qualified retirement plan in an amount equal to 6% of the City's Manager's annual base salary.
- Relocation reimbursement of up to \$15,000.
- A three-year term.
- The City Manager's performance will be reviewed no less than annually.

Upon approval, Mr. Gonzalez will commence his service on April 22, 2026.

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

FISCAL IMPACT

Sufficient funds for the salary and benefits proposed are included in the Fiscal Year 2025/2026 budget.

ALTERNATIVES

Council may provide additional alternatives.

ATTACHMENTS:

1. City Manager Employment Agreement with Gabriel A. Gonzalez.
2. Resolution Appointing City Manager, Approving Employment Contract and Setting City Manager Compensation.