



**STAFF REPORT**  
**February 12, 2025**

**TO:** Honorable Mayor and City Council

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

**SUBJECT:** Adopt Resolution No. 2025-07 Appointing William Pattison as Interim City Manager Pursuant to Government Code sections 7522.56 and 21221(h)

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**STAFF RECOMMENDATION**

Staff recommends that the City Council adopt Resolution No. 2025-07 Appointing William Pattison as Interim City Manager Pursuant to Government Code Section 21221(h)

**SUMMARY**

The City Manager position became vacant effective February 2, 2025 after required conditions were met on February 12, 2025. The City has commenced the recruitment process for a new City Manager, but it is necessary to appoint a City Manager on an interim basis to serve pending the completion of the recruitment process.

Staff is recommending hiring Mr. Pattison for a single limited term appointment to perform duties of the City Manager position while recruitment for a permanent City Manager is underway. Given the need for continuity and a highly trained professional to lead the City, and Mr. Pattison's familiarity with the City, staff recommends hiring Mr. Pattison under the provisions of Government Code section 21221(h) commencing on February 2, 2025 and ending on the date immediately preceding the date on which the regular appointee to the vacant position of City Manager commences his/her employment or, if earlier, the date that this appointment is terminated by the City or Mr. Pattison. As a CalPERS retired annuitant, Mr. Pattison's hours working for the City, and any other CalPERS employer, cannot exceed 960-hours in the fiscal period from July 1 through June 30.

Since the proposed appointment of Mr. Pattison is to a vacancy, Government Code section 21221(h) requires that the appointment be made by the City Council.

Mr. Pattison has been serving as acting City Manager under the provisions of Government Code section 21221(g) while the incumbent City Manager has been on leave. However, once it was confirmed that the position became vacant, Mr. Pattison's appointment as City Manager is required to be converted to an interim appointment under Government Code section 21221(h).

### **FISCAL IMPACT**

Mr. Pattison will be paid an hourly rate of \$137.98 per hour, which is no less than the minimum nor more than the maximum hourly rate paid to a person serving in the City Manager position. He will not be entitled to any additional compensation, overtime, benefits, paid leave or paid holidays.

### **DISCUSSION/ANALYSIS**

Government Code Section 21221(h) permits the City Council to appoint a CalPERS retiree to a vacant position requiring specialized skills during recruitment for a permanent appointment, and provides that such appointment will not subject the retired person to reinstatement from retirement or loss of benefits so long as it is a single appointment that does not exceed 960 hours, inclusive of hours worked for other CalPERS employers during same period, in a fiscal year. Mr. Pattison has significant experience in city management, including as the former City Manager for the City. Thus, Mr. Pattison has the specialized skills necessary to perform the duties of City Manager on an interim basis while the City conducts recruitment for a regular appointment to the City Manager position. Staff has worked with the City Attorney to ensure that applicable requirements for an appointment pursuant to Section 21221(h) have been met.

Included in the Council's agenda packet is the resolution to appoint Mr. Pattison as interim City Manager pursuant to Government Code Section 21221(h) and a proposed employment agreement.

### **ALTERNATIVES**

Council could choose to reject Staff's recommendation. This would leave the City without a City Manager.

### **CONCLUSIONS AND RECOMMENDATIONS**

Based on the facts noted in this staff report and the documentation attached hereto, City staff recommends adoption of Resolution No. 2025-07 to appoint William Pattison as interim City Manager.

### **ATTACHMENT:**

Resolution No. 2025-07 Appointing William Pattison As Interim City Manager Pursuant to Government Code Section 21221(h).