CITY OF ORLAND STAFF REPORT
MEETING DATE: November 17, 2026

TO:	Honorable Mayor and City Council
FROM:	Scott Drexel, City Attorney
SUBJECT:	Appointment of Todd Juhasz as City Manager and Approval of City Manager Employment Agreement (Discussion/Action)

BACKGROUND:

The City Manager position is vacant, and Fire Chief Justin Chaney has served as Interim City Manager since July 1, 2026. The City retained Peckham & McKenney to conduct a recruitment for a permanent City Manager. Following that recruitment, the City Council selected Todd Juhasz and directed staff to negotiate an employment agreement.

The proposed Employment Agreement (Attachment 1) reflects the terms the Council authorized. The Council must act on the Agreement in open session at a regular meeting, after an oral summary of the salary and benefits (Government Code sections 54953(c)(3), 54956(b), and 53262).

ANALYSIS:

The principal terms of the Agreement are summarized below. This summary will be reported orally before the Council acts.

1. Term. Five years, from January 3, 2027 through January 3, 2032. Any extension requires a written amendment approved by the Council in open session.

2. Salary. $205,000 in the first year, $209,100 in the second year, and $213,282 in the third year. The salary remains at the third-year amount in the fourth and fifth years unless the Council approves an increase.

3. Benefits. The same medical, dental, vision, retirement, and other benefits provided to City department heads, including a City contribution to deferred compensation equal to 4% of base salary. Mr. Juhasz is a new member of CalPERS under the 2% at 62 formula. If he waives City medical coverage and shows other group coverage, he receives the $765 monthly opt-out payment that department heads receive, in place of City-paid medical coverage.

4. Leave. 160 hours of vacation per year, with a maximum accrual of 240 hours, and 80 hours of management leave per year.

5. Allowances. A $600 monthly vehicle stipend in lieu of mileage reimbursement, a City cell phone, dues for the International City Management Association and the Cal Cities City Managers Department, and attendance at one professional conference each year.

6. Severance. If the Council terminates the Agreement without cause and Mr. Juhasz signs a release of claims, he receives six months of base salary and six months of City-paid health coverage at the COBRA rate. If he is receiving the opt-out payment in place of City medical coverage, the City continues that payment for the same six months. These amounts are subject to the limits in Government Code sections 53260 and 53261. No severance is paid on a termination for cause.

7. Post-election protection. The Council may not terminate the Agreement within six months after a general municipal election except by a four-fifths vote. This is in addition to the 90-day limitation in Orland Municipal Code section 2.12.290.

8. Required provisions. The Agreement includes the reimbursement provisions required by Government Code sections 53243 through 53243.4 and provides that the Orland Municipal Code controls in the event of a conflict.

RECOMMENDATION:

It is recommended that the City Council, following the oral summary of salary and benefits, by motion:

1. Appoint Todd Juhasz as City Manager effective January 3, 2027; and

2. Approve the City Manager Employment Agreement and authorize the Mayor to execute it.

FISCAL IMPACT OF RECOMMENDATION:

The first-year base salary is $205,000, which is within the range the Council adopted for the recruitment. Additional annual costs are the $7,200 vehicle stipend and the benefits provided to department heads, including a deferred compensation contribution of $8,200. If Mr. Juhasz waives City medical coverage, the City pays the opt-out payment of $9,180 per year in place of medical premiums. Severance is paid only if the Council terminates the Agreement without cause. Funding for the position is included in the adopted FY 2026-27 budget.

ATTACHMENTS:

1. City Manager Employment Agreement