



CITY OF ORLAND STAFF REPORT
MEETING DATE: June 16, 2026

TO: Honorable Mayor and Council

FROM: Janet Wackerman, Contracted Staff Member

SUBJECT: City Manager Recruitment

BACKGROUND

The number one priority for all staff and council is to get a well-qualified city manager hired and take over day-to-day management of the city. This a very difficult and time consuming process that city staff does not have time for at this point.

DISCUSSION

A request was put out to RGS to whom we already have contracted services with for financial help to take over the recruitment process for the vacant city manager position. Chief Chaney had conversation with Kay Randolph Pollard from RGS about making an estimate and a presentation to council about possibly contracting with RGS for their services.

RECOMMENDATION

Staff recommendation allows the interim city manager to sign the contract with RGS for the Executive Recruitment of a new city manager for the City of Orland.

Fiscal Impact of Recommendation:

This a high priority one time impact to the general fund budget. Staff recommended taking the estimated \$25,000 cost out of the general fund reserve for this recruitment process.