



CITY COUNCIL AGENDA REPORT

CITY HALL

CITY OF SONORA 94 N. WASHINGTON STREET, SONORA, CA 95370 P: (209) 532-4541

SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

DATE: April 21, 2025

TO: Honorable Mayor and Members of the City Council

FROM: Melissa Eads, City Administrator

SUBJECT: Consider Approval of the Interim Fire Chief Employment Agreement with Gary Carlson

RECOMMENDATION:

Consider Approval of the Interim Fire Chief Employment Agreement with Gary Carlson to Serve as Interim Fire Chief for the City of Sonora and Authorize the Mayor to Execute the Agreement on Behalf of the City.

BACKGROUND:

The City's current Fire Chief is set to retire in April 2025. To ensure continuity of leadership and emergency services during the transition, the City is seeking to appoint a qualified interim Fire Chief while recruitment for a permanent replacement is underway.

Gary Carlson has over 28 years of municipal fire service experience, including prior service as a Fire Chief. His extensive background in fire administration, operations, and emergency response makes him well-qualified to support the department during this transition period.

DISCUSSION / ANALYSIS:

The proposed agreement appoints Mr. Carlson as Interim Fire Chief under the status of a CalPERS retired annuitant. This is a temporary, at-will position authorized under Government Code Sections 7522.56 and 21221(h), which allows the City to employ a retiree without reinstatement during recruitment for a permanently vacant position.

Key terms of the agreement include:

- **Start Date:** Upon Council approval and execution of the agreement (anticipated April 22, 2025)
- **Hourly Rate:** \$69.69 per hour (aligned with CalPERS requirements and the City's approved salary range for Fire Chief)
- **Maximum Hours:** Not to exceed 960 hours in a fiscal year (as per CalPERS regulations)
- **At-Will Status:** The appointment is temporary and may be terminated at any time by either party
- **No Benefits:** Per CalPERS rules, the retired annuitant is not eligible for benefits, incentives, or severance

This appointment will help the City maintain operational continuity and leadership during the search for a permanent Fire Chief.



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FISCAL IMPACT:

The cost for this temporary appointment will be funded within the existing Fire Department budget.

ATTACHMENTS:

- Interim Fire Chief Employment Agreement with Gary Carlson

CORE COUNCIL PRIORITIES:

Fiscal Responsibility and Stability, Staffing - Salary, Benefits, Training, and Retention