



City Council Meeting Staff Report

Meeting Date: October 28, 2025

Subject: Consideration and Adoption of Resolution Authorizing Execution of an Employment Agreement with Terrence Y. Hill for the Position of Public Works Director

Prepared By: Bill Zenoni, City Manager

Recommendation: Staff recommends that the Wheatland City Council consider adoption of a resolution authorizing execution of an employment agreement with Terrence Y. Hill for the position of Public Works Director.

Discussion: The Public Works Director position has been filled on an interim basis since June 2024, during which time staff has been evaluating alternatives for filling this position on a permanent basis.

Terrence (Youa) Hill has been an employee of the City of Wheatland since October 2009. Mr. Hill was hired as a Maintenance Worker in the Public Works Department and, in 2011, was promoted to Utilities Operator in Training. In 2014, Mr. Hill was promoted to Utilities System Operator and in January 2018, Mr. Hill was advanced to the position of Public Works Supervisor. In his role as Public Works Supervisor, Mr. Hill has been responsible for overseeing the daily activities of the Public Works Department and has worked closely with the several individuals who have filled the Public Works Director position on an interim basis over the past several years. Mr. Hill recently received his Grade 3 Wastewater Operator Certification and has been designated as Wheatland's wastewater treatment plant Chief Plant Operator by the California State Water Resources Control Board.

Mr. Hill is familiar with all aspects of the operations of the Wheatland Public Works Department, has earned the trust and respect of his co-workers and is well known in the Wheatland community. Mr. Hill is well qualified to assume the role of Public Works Director.

The key provisions of the agreement include:

- Compensation of \$47.56 per hour (Step1 of Public Works Director salary range)
- 40 hours of annual administrative leave
- Medical, dental, vision and disability benefits as provided to General Employee Association members
- Life insurance policy of \$75,000
- Participation in the City's retirement program with a 6 percent match to a required 3 percent employee contribution

Fiscal Impact: Funding for this agreement is included in the Fiscal Year 2025-26 budget.

Attachments:

1. Resolution
2. Employment Agreement