



Legislation Details (With Text)

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1/8/2019	1	City Council		

Report to Mayor and City Council

Tuesday, January 08, 2019

Discussion

SUBJECT:

APPROVAL OF TEMPORARY AT-WILL INTERIM CITY MANAGER EMPLOYMENT AGREEMENT

I. SUMMARY

Before the City Council is the approval of the Temporary At-Will Interim City Manager Employment Agreement between the City of Carson and Mr. Saied Naaseh, who was designated as the City's Acting City Manager on December 13, 2018 (effective December 21, 2018).

II. RECOMMENDATION

Council approval of Temporary At-Will Interim City Manager Employment Agreement.

III. ALTERNATIVES

Council may consider alternatives, including changing any terms of the Agreement or the designation of someone else in the organization to the acting position or the appointment of a retired city manager (i.e., a CalPERS retired annuitant) under contract.

IV. BACKGROUND

At its meeting on December 4, 2018, Council directed staff to bring back a temporary employment contract to designate Mr. Naaseh as the acting City Manager. At the special meeting of the City Council on December 13, 2018, the City Council designated Mr. Naaseh as acting City Manager. However, because the City Council did not have a regular second meeting in the month of December, an employment contract could not be considered for approval until the first regular meeting of the City Council on January 8, 2019.

The Temporary At-Will Interim City Manager Employment Agreement between the City and Mr. Naaseh has been finalized and is attached. A version of this Agreement was attached to the December 13, 2018 council agenda. The basic terms of the agreement are as follows:

Salary- \$20,000 per month, consistent with City Manager pay schedule and Resolution 18-170, which provides that “[a]n employee appointed to acting duty status shall be paid at a rate not less than the pay range for the acting classification.” (Article II, Section 4.4.)

Term- Initial term of 180 days, automatically extends until January 8, 2020 if not terminated by the City after 150 days.

Benefits- Consistent with benefits provided to the City Manager position in Resolution 18-170. Auto allowance and life insurance coverage, which are not specified in this resolution for the City Manager position, are the same as provided to the prior City Manager.

Upon his completion and/or termination of duties as Interim City Manager, Mr. Naaseh shall resume his duties at his current position as the Community Development Director with the same salary and benefits he currently has in such position, subject to any cost of living adjustments provided to all City department heads. He will receive no severance upon his completion or termination of duties as an Interim City Manager. However, pursuant to Mr. Naaseh’s request the contract provides that in the event Mr. Naaseh is terminated as the Community Development Director for no cause for a period of three (3) years following the date of his reappointment to that position, he would be entitled to a severance payment equal to nine (9) months’ salary as the Community Development Director. He would receive no severance if he resigns from the Community Development Director position during this three (3) year period or if he is terminated for cause.

V. FISCAL IMPACT

There is no fiscal impact, as the City Manager position has been budgeted.

VI. EXHIBITS

- 1) TEMPORARY AT-WILL INTERIM CITY MANAGER EMPLOYMENT AGREEMENT.
(pgs. 3-23)

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