



# CITY OF CARSON

## Legislation Text

File #: 2022-112, Version: 1

### Report to Mayor and City Council

Tuesday, February 15, 2022

Discussion

#### **SUBJECT:**

**CONSIDER RESOLUTION 22-027 APPROVING AN AGREEMENT FOR THE POSITION OF CITY MANAGER (CITY COUNCIL)**

#### **I. SUMMARY**

Attached for the City Council's review is a contract between the City of Carson and David C. Roberts, Jr. for the position of City Manager. The contract was prepared by the City Attorney's office and is attached to the resolution in Exhibit No. 1.

#### **II. RECOMMENDATION**

1. ADOPT Resolution 22-027 approving the proposed City Manager Employment Agreement.
2. AUTHORIZE the Mayor to execute the agreement with Mr. David C. Roberts, Jr. following approval as to form by the City Attorney.

#### **III. ALTERNATIVES**

TAKE another action deemed appropriate by the City Council and consistent with applicable laws.

#### **IV. BACKGROUND**

David C. Roberts, Jr., began his public administration career in 2007 in the field of Human Resources. Since then, he has held various executive management positions with multiple public agencies. His experience combines of over 22 years of federal, public, and private sector experience in the fields of Administration (Human Resources & Finance), Public

Safety (Police & Fire), Community Services, Information Technology and Public Information while having worked with Elected Officials and leaders in various communities. Mr. Roberts holds a Bachelor of Arts Degree in Sociology. He is currently working on his Doctorate Degree in Ministry (Chaplaincy).

The City's incumbent City Manager recently announced that she will be resigning effective March 1, 2022. Accordingly, the City is in need of the services of a new City Manager and the Council directed the City Attorney's office to negotiate with the City Assistant City Manager and current Acting City Manager David C. Roberts, Jr.

The employment contract is for an undefined term beginning February 16, 2022 and can be terminated by either party with 30-day notification. If the contract is terminated without cause, within the first two years, the employee would receive 12 months' severance. If the contract is terminated without cause any year thereafter, the employee would receive 9 months' severance. If the contract is terminated for cause, no severance is paid. Additionally, he will receive a \$600 monthly auto allowance and \$75 monthly cell phone allowance and a deferred compensation match up to \$6,000 annually. He will continue to be enrolled in PERS as a Classic member, 2% at 55, which requires the employee to make the entire employee payment to PERS (7% of pay).

The compensation amount would be the same as currently paid to the incumbent City Manager - \$281,140 annually. On the first 3 anniversaries of his employment, he will receive a guaranteed 3% COLA.

David C. Roberts, Jr. will receive the same benefits as the other Unrepresented Management Employees. However, the one difference from other Unrepresented Management employees is that, if allowed by CalPERS requirements, applicable law and regulations, and City resolutions pertaining to retiree health, and provided he retires from the City, the City would pay for his retiree medical for Employee and dependents at the Kaiser Family Rate Plan and upon his turning age 65, reimburse him for the Medicare premium for the retiree only. If not allowed by all applicable requirements, then he would receive the same retiree health benefits as Unrepresented Management employees.

## **V. FISCAL IMPACT**

Funds for the City Manager position are included in the Fiscal Year 2021-2022 Budget approved by City Council.

## **VI. EXHIBITS**

1. Resolution 22-027 Approving the Proposed City Manager Employment Agreement (pgs. 4 - 32)
2. Resolution 19-015, A Resolution of the City Council of the City of Carson, California, Amending and Ratifying Resolution No. 18-170 Establishing the Salary and Benefits for

Unclassified Management Employees Effective December 4, 2018 (pgs. 33 - 59)

Prepared by: City Attorney's Office