



# City of Emeryville

CALIFORNIA

## MEMORANDUM

**DATE:** October 2, 2018

**TO:** Mayor John Bauters and City Council Members

**FROM:** Michael Guina, City Attorney  
Lisa Lopez, Human Resources Director

**SUBJECT:** **An Ordinance Of The City Council Of The City Of Emeryville Amending Section 2-7.601 “Declaration of Policy” of Chapter 7 of Title 2 of the Emeryville Municipal Code; CEQA Determination: Exempt Pursuant To Section 15061(B)(3) Of The California CEQA Guidelines**

### RECOMMENDATION

Staff recommends the City Council adopt the second reading of the proposed Ordinance modifying Section 2-7.601, “Declaration of Policy,” of Chapter 7 of Title 2 of the Emeryville Municipal Code.

### BACKGROUND

On September 17, 2018, City Council approved the first reading of the proposed amendment of Section 2-7.601 of the Emeryville Municipal Code changing the maximum term of two (2) years to three (3) years for key city employee contracts. “Key city employees” is defined as the City Manager, City Attorney, and any employee at department head level or above who is hired under contract (EMC 2-7.602(a)).

### DISCUSSION

The proposed Ordinance, a copy of which is attached to this staff report, is the result of staff’s research when questions arose regarding contract term limits during the recruitment for the new City Manager. In the Bay area, contract terms ranged from one year to five years, with one city having an indefinite term for executive management contracts.

Based on the above, the City Council directed that staff prepare an ordinance to increase the term limit of executive contracts from two to three years, which will provide an environment of stability and allow executive leadership to support the development and implementation of long-term strategic plans with confidence.

### FISCAL IMPACT

There is no fiscal impact.

## **STAFF COMMUNICATION WITH THE PUBLIC**

None.

## **CONCLUSION**

Staff recommends the City Council adopt the second reading of the proposed Ordinance modifying Section 2-7.601, “Declaration of Policy,” of Chapter 7 of Title 2 of the Emeryville Municipal Code.

## **PREPARED AND FORWARDED TO THE CITY COUNCIL:**



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Lisa Lopez, Human Resources Director

## **ATTACHMENTS**

- Proposed Ordinance