



City Council Agenda Item

City Council Meeting Date: October 7, 2025

TO: Honorable Mayor and City Councilmembers

FROM: Jeff Malawy, City Attorney
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SUBJECT: Approval of Fourth Amendment to City Manager Employment Agreement with Dean Albro

Recommendation:

It is recommended the City Council approve the Fourth Amendment to the City Manager Employment Agreement with Dean Albro (Attachment 1) and direct the Mayor to execute it on behalf of the City Council.

Background/Discussion:

The employment agreement of City Manager, Dean Albro, ends on January 2, 2026 (Agreement)¹. The City Council recently met in closed session to discuss a possible extension of the Agreement. The City Council and Mr. Albro have tentatively agreed to extend the term of the Agreement by two (2) years from January 2, 2026, until January 3, 2028, and to provide a four percent (4%) base salary increase.

The salary increase would be effective the first full payroll period following October 7, 2025 (increasing annual salary from \$261,206.40 to \$271,654.66).

Fiscal Impact:

The effect of the contract amendment on the Biennial Budget FYs 2025-27 totals \$22,936.64 (FY 2025-26 = \$9,455.36 and FY 2026-27 = \$13,481.28).. There are sufficient appropriations in the current fiscal year budget to provide for those costs for additional salary.

Conclusion:

It is recommended the City Council approve the Fourth Amendment and instruct the Mayor to sign it on behalf of the City Council.

¹ The Agreement, First, Second, and Third Amendments are attached as Attachments 2, 3, 4, and 5 respectively.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Jeff Malawy", is positioned above a horizontal line.

Jeff Malawy, City Attorney

- Attachments:
- 1) Proposed Fourth Amendment to City Manager Agreement
 - 2) City Manager Agreement
 - 3) First Amendment to City Manager Agreement
 - 4) Second Amendment to City Manager Agreement
 - 5) Third Amendment to City Manager Agreement