



**City Council Meeting Date:** February 3, 2026

**TO:** Honorable Mayor and City Councilmembers

**FROM:** Jeff Malawy, City Attorney  
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**SUBJECT:** Approval of Fifth Amendment to City Manager Employment Agreement with Dean Albro and Adopt Resolution No. 6798(26) Updating the City's Publicly Available Pay Schedule

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**Recommendation:**

It is recommended the City Council:

- 1) Approve the Fifth 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; and
- 2) Adopt Resolution No. 6798(26) (Attachment 7) approving the City's updated publicly available pay schedule to comply with CalPERS requirements, and approving the supplemental appropriations which will fund the proposed salary increase.

**Background/Discussion:**

1. Fifth Amendment to City Manager Employment Agreement.

At the January 20, 2026, City Council meeting, the City Council met in closed session to conduct a City Manager performance evaluation pursuant to Section 5.2 of the City Manager's employment agreement with the City. Following that closed session, the City Council and Mr. Albro have tentatively agreed to amend the employment agreement to provide a three percent (3%) base salary increase.

The proposed salary increase would be effective the first full payroll period following February 3, 2026 (increasing annual salary from \$271,654.66 to \$279,804.30).

The proposed Fifth Amendment is Attachment 1 to this staff reports. Prior City Manager employment agreement amendments and the original employment agreement are Attachments 2-6.

2. Update to City's Publicly Available Pay Schedule.

The City contracts with the California Public Employees' Retirement System (CalPERS) to provide the City's employees with retirement benefits. The Public Employees Retirement Law (PERL) and California Code of Regulations (CCR) require that public agencies contracting with CalPERS adopt a Publicly Available Pay Schedule for purposes of determining an employees' "compensation earnable," which amount is used to calculate retirement benefits.

2 CCR §570.5 outlines the requirements necessary to meet the definition for a publicly available pay schedule as follows:

- (a) For purposes of determining the amount of "compensation earnable" pursuant to Government Code Sections 20630, 20636, and 20636.1, pay rate shall be limited to the amount listed on a pay schedule that meets all of the following requirements:
  - 1) Has been duly approved and adopted by the employer's governing body in accordance with requirements of application public meeting laws;
  - 2) Identifies the position title for every employee position;
  - 3) Shows the pay rate for each identified position, which may be stated as a single amount or as multiple amounts within a range;
  - 4) Indicates the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
  - 5) Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
  - 6) Indicates an effective date and date of any revisions;
  - 7) Is retained by the employer and available for public inspection for not less than five years; and
  - 8) Does not reference another document in lieu of disclosing the pay rate.

All eight (8) requirements must be met in a single salary schedule.

Staff is requesting the City Council adopt Resolution No. 6798(26), which is included as Attachment 7 to this staff report, to approve an updated publicly available pay schedule to reflect the updated City Manager compensation.

**Fiscal Impact:**

The effect of the contract amendment on the Biennial Budget Fiscal Years 2025-27 is approximately \$14,663.93. Implementation of this contract amendment requires supplemental appropriations to the General Fund for Fiscal Year 2027 in the amount of \$10,515.43. No additional appropriations are needed for Fiscal Year 2026.

Respectfully submitted,



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Jeff Malawy, City Attorney

- Attachments:
- 1) Proposed Fifth Amendment to City Manager Agreement
  - 2) Fourth Amendment to City Manager Agreement
  - 3) Third Amendment to City Manager Agreement
  - 4) Second Amendment to City Manager Agreement
  - 5) First Amendment to City Manager Agreement
  - 6) City Manager Agreement
  - 7) Resolution No. 6798(26)