



Legislation Details (With Text)

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**On agenda:** 7/1/2024      **Final action:** 7/1/2024  
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**Title:** Adopt a Resolution to Approve an Employment Agreement with Janelle Cameron as City Manager  
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**Attachments:** 1. A - City Manager Cameron Agreement, 2. B - Employment Agreement City Manager J. Cameron

Date	Ver.	Action By	Action	Result
7/1/2024	1	City Council	Approved	Pass

Adopt a Resolution to Approve an Employment Agreement with Janelle Cameron as City Manager

**SUMMARY AND RECOMMENDATIONS**

Upon consideration of Janelle Cameron’s experience and service to the City of San Leandro, the City Council directed staff to present in open session at a regular meeting in accordance with Brown Act, an employment agreement for Ms. Cameron to serve as the City’s next City Manager effective June 22, 2024.

**BACKGROUND**

In May 2022, City Manager Frances Robustelli announced her resignation from her position effective June 21, 2024. To ensure a smooth and timely transition, the City Council immediately began consideration of the recruitment of a new City Manager, and potential internal candidates for the City Manager position. The City Council announced at its June 3, 2022 meeting its decision to appoint then Assistant City Manager Janelle Cameron as the new City Manager.

**Analysis**

Ms. Cameron has served as the City’s Assistant City Manager since September 2021. She has over 16 years of public sector experience, having previously served as Administrative Services Director for Hayward Area Recreation and Park District (HARD) and Finance Manager/Controller at Central Contra Costa Solid Waste Authority. Ms. Cameron also has extensive finance experience in various private businesses.

The City Council and Ms. Cameron completed negotiations and reached agreement on employment terms, including compensation and benefits. The terms and conditions of the proposed employment agreement are comparable to other city managers in the surrounding area. The proposed agreement provides for the following salary and benefits

- Three-year term begins June 22, 2024 to June 22, 2027.
- Starting annual base salary will be \$350,000
- Salary increases aligned with those approved for the San Leandro Management Organization (SLMO)
- Participation in cost share of an additional 3% employee contribution towards the City's employer CalPERS retirement rate.
- Other benefits such as health insurance, leave accrual, and deferred compensation will be commensurate with those provided to department heads under the San Leandro Management Organization (SLMO).

### **Fiscal Impacts**

The proposed employment agreement will require a FY2024-2025 budget increase of \$2,732 from the General Fund.

### **ATTACHMENTS**

- A. Resolution to Approve the Employment Agreement with Janelle Cameron to Serve as City Manager
- B. Proposed Employment Agreement between the City of San Leandro and Janelle Cameron

### **PREPARED BY:**

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