

# City Council Agenda Item Memo

**From:** Casey Bell, Director of Human Resources

**Council Meeting:** December 9, 2025

**Subject:** Resolution 25-104: City Manager Contract for 2026

**Presenter:** Casey Bell, Director of Human Resources

## **Summary:**

The Resolution allows City Council to make adjustments to the City Manager's compensation package, based on performance and merit, and additional amendments to the City Manager's contract.

There is no staff recommendation on this item as the decision is based on City Council's performance review of the City Manager and their discretion.

## **Item Details:**

The City Manager serves at the pleasure of, and is appointed by, the City Council. The City Council entered into an employment agreement with City Manager Paul Briseno on April 24, 2018. It is prudent to review contractual language for relevance and identify any needed or desired adjustments at regular intervals. Additionally, the City Manager receives an annual performance review from City Council and is eligible for increases to his compensation package based on performance and merit.

The Resolution adjusts the City Manager's compensation package, based on performance and merit, and amends the City Manager's contract as attached.

## **Legal Consideration:**

The City Attorney has reviewed the Resolution.

## **Strategic Plan Consideration:**

The City Manager is responsible for furthering the advancement and achievement of the City Council's Strategic Plan and five (5) focus areas of Fiscal Responsibility; Safe, Inclusive, and Connected Community; Service and Innovation Excellence; Sustainability; and, Economic Growth.

## **Financial Consideration:**

The City Manager's compensation package and contract is subject to adjustment based on the discretion of City Council.

**Supporting Documentation:**  
Resolution  
2018 Employment Agreement