

## **COUNCIL AGENDA REPORT**

**TO:** Mayor and City Council

**FROM:** Graciela Reynoso, Chief Human Resources Officer

**DATE:** June 17, 2025

**SUBJECT: Adoption of Resolutions Approving New Employment Agreements Between the City of Santa Maria and David W. Rowlands and Between the City of Santa Maria and Thomas T. Watson**

Description:

The City Council will consider adoption of Resolutions approving new employment agreements with David Wayne Rowlands as City Manager and Thomas Watson as City Attorney.

Environmental Notice: This action is not a project subject to the California Environmental Quality Act (CEQA) because it is an organizational or administrative activity that will not result in direct or indirect physical changes in the environment (CEQA Guideline Section 15378(b)(5)).

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**RECOMMENDATIONS:**

1. Adopt a Resolution approving a new employment agreement with David W. Rowlands for City Manager services; and
2. Adopt a Resolution approving a new employment agreement with Thomas T. Watson for City Attorney services.

**DISCUSSION:**

The City Council conducted performance reviews of Mr. Rowlands and Mr. Watson in closed session on June 3, 2025. The City Council is proposing new employment agreements with some language changes, a compensation increase for the City Manager and City Attorney and removing them from coverage under the City's Wage & Benefit Package for the Non-Represented Management and Confidential Employees Resolution No. 2024-47 while also adding benefits therefrom to their new employment agreements. The City Manager's annual base salary will be \$365,799.00, with a City contribution of four (4%) percent to a deferred compensation plan, effective July 1, 2025. The City Attorney's annual base salary will be \$348,380.00, with a City contribution to four (4%) percent to a deferred compensation plan, effective July 1, 2025.

Fiscal Considerations

Funding for the compensation increases will be included in FY 2025-26 budget.

Impact to the Community

Maintain continuity in City operations.

ATTACHMENT(S)

- A. Resolution for Employment Agreement for David W. Rowlands
- B. Resolution for Employment Agreement for Thomas T. Watson
- C. Contract between City of Santa Maria and David W. Rowlands
- D. Contract between City of Santa Maria and Thomas T. Watson