



STAFF REPORT TO THE CITY COUNCIL

DATE: Regular Meeting of February 24, 2026

TO: Mayor and Members of the City Council

VIA: Dante Hall, City Manager

SUBMITTED BY: Kristi Carter, Human Resources Manager

SUBJECT: Appointment of J. Patrick Tang as Interim City Manager

RECOMMENDED ACTION:

Adopt a Resolution approving the Employment Agreement for the Interim City Manager and authorizing the Mayor to execute the Employment Agreement on behalf of the City of Hercules.

BACKGROUND:

City Manager Dante Hall has provided notice to the City that he has accepted the City Manager position with the City of Monterey, with his last day of service to the City of Hercules on March 23, 2026. While the City is in the process of retaining an executive recruitment firm to conduct a comprehensive search for a permanent City Manager, it is necessary to appoint an Interim City Manager to ensure continuity of leadership during the recruitment and selection process.

The City Council has authorized staff to negotiate an Employment Agreement with J. Patrick Tang to serve as Interim City Manager. J. Patrick Tang possesses the experience and specialized skills necessary to perform the duties of City Manager on an interim basis while the City conducts its recruitment for a permanent City Manager.

The attached draft Employment Agreement provides for J. Patrick Tang to commence service on March 24, 2026 and ending on the sooner of 12 months or the date immediately preceding the date on which the permanent appointee to the vacant position of City Manager commences their employment, or the date that this appointment is terminated by the City or J. Patrick Tang as is specified in the employment agreement.

FISCAL IMPACT:

J. Patrick Tang's compensation is provided in the proposed Employment Agreement for Interim City Manager, provided with this report as Attachment 2. The appointment of an interim City Manager is not expected to have any fiscal impact, as the costs incurred will be offset by the salary savings generated from this position.

ATTACHMENTS:

1. Resolution
2. Draft Employment Agreement for Interim City Manager