



## **STAFF REPORT TO THE CITY COUNCIL**

**DATE:** Regular Meeting of June 23, 2026

**TO:** Mayor and Members of the City Council

**VIA:** Patrick Tang, Interim City Manager

**SUBMITTED BY:** Kristi Carter, Human Resources Manager

**SUBJECT:** Appointment of Interim Public Works Director/City Engineer and Approval of Employment Agreement Pursuant to Government Code Section 21221(h)

### **RECOMMENDED ACTION:**

Adopt a Resolution approving the Employment Agreement for the Interim Public Works Director/City Engineer and authorizing the Interim City Manager to execute the Employment Agreement on behalf of the City of Hercules.

### **BACKGROUND:**

The position of Public Works Director/City Engineer is currently vacant. The City has initiated recruitment efforts to fill the position on a permanent basis; however, it is necessary to appoint an Interim Public Works Director/City Engineer to ensure continuity of operations, leadership, and oversight of the City's Public Works Department and engineering functions during the recruitment process.

Pursuant to Government Code section 21221(h), a CalPERS-contracted public agency may appoint a CalPERS retiree to an interim appointment that has been authorized by the governing body during the recruitment for a permanent appointment. Consistent with this authority, staff recommends the appointment of Michael Roberts as Interim Public Works Director/City Engineer.

Michael Roberts is a former employee of the City of Hercules and previously served as Public Works Director/City Engineer. Based on his extensive knowledge of the City's operations, ongoing projects, infrastructure needs, and departmental functions, staff believes he possesses the experience and specialized skills necessary to perform the duties of the position on an interim basis while the City conducts its recruitment for a permanent Public Works Director/City Engineer.

The attached Employment Agreement provides for Michael Roberts to serve as Interim Public Works Director/City Engineer effective June 24, 2026, and continuing until the earlier of: (1) the date immediately preceding the commencement of employment of a permanent Public Works Director/City Engineer; (2) the expiration of the term specified in the agreement; or (3) termination by either party in accordance with the terms of the Employment Agreement.

**FISCAL IMPACT:**

Compensation for the Interim Public Works Director/City Engineer is provided in the proposed Employment Agreement attached to this report. The appointment is not expected to result in a significant fiscal impact beyond the budgeted costs associated with the Public Works Director/City Engineer position, as the compensation will be funded through existing appropriations for the vacant position.

**ATTACHMENTS:**

1. Resolution
2. Draft Employment Agreement for Interim Public Works Director/City Engineer