

RESOLUTION NO. 24-____

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HERCULES APPROVING
A SECOND AMENDMENT TO CITY MANAGER DANTE HALL'S EMPLOYMENT
AGREEMENT TO INCREASE HIS COMPENSATION TO \$285,000 AND PROVIDING
FOR ADDITIONAL 3% EDUCATION INCENTIVE PAY**

WHEREAS, on July 27, 2021, the City Council approved a five-year Agreement with Dante Hall for City Manager/Executive Director Services (hereinafter "Agreement") to employ Dante Hall as the City Manager of the City of Hercules; and

WHEREAS, the Agreement provides for, among other matters, an annual performance review, an annual cost of living adjustment ("COLA") of 3%, and benefits on the same terms and conditions as received by the Senior Management Employees; and

WHEREAS, on October 25, 2022, the City Council approved Amendment No. 1 to the Agreement to increase the City Manager's COLA to 4.5% for fiscal years 2022-23 and 2023-24, consistent with the COLA previously approved by the Council for the Senior Management Group; and

WHEREAS, on February 13, 2024, the City Council in a properly noticed closed session appointed an ad hoc subcommittee composed of members Dan Romero (Mayor) and Dion Bailey (Vice Mayor), tasked with reviewing city manager salaries in other jurisdictions and making recommendations to the full City Council regarding a potential salary increase for the City Manager position in order to provide an additional Retention Incentive for City Manager Dante Hall, who is now in his third year serving as the Hercules City Manager; and

WHEREAS, after having reviewed relevant City Manager salary and benefits information from various other cities including Orinda, Oakley, Pleasant Hill, Martinez, Albany, El Cerrito, San Pablo, Pinole, Lafayette, and Suisun, the Council Ad Hoc Subcommittee composed of Mayor Romero and Vice Mayor Bailey recommend that the full Council approve a Resolution to Amend City Manager Hall's employment agreement to increase his annual salary from the current amount of \$262,086 to a proposed amount of \$285,000 and provide an additional 3% be awarded for relevant post-graduate degrees obtained (Education Incentive Pay).

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hercules that Amendment No. 2 to the Agreement with Dante Hall for City Manager/Executive Director Services is hereby approved, to provide for an increase in the City Manager's salary to \$285,000.00 with an additional 3% awarded for relevant post-graduate degrees obtained (Education Incentive Pay).

BE IT FURTHER RESOLVED that the Mayor be and is hereby authorized to execute the Second Amendment to City Manager Employment Contract for and on behalf of the City of Hercules, pursuant to the Council's Rules of Procedure Section 4.8.6.

BE IT FURTHER RESOLVED that the Amendment No. 2 to the Agreement with Dante Hall for City Manager/Executive Director Services, shall be on file in the City Clerk's Office.

The foregoing Resolution was duly and regularly adopted at the regular meeting of the City Council of the City of Hercules held on the 27th day of February 2024, by the following vote of the Council:

AYES:

NOES:

ABSTAIN:

ABSENT:

Dan Romero, Mayor

Eibleis Melendez, City Clerk