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City Manager's Report
September 23, 2025, City Council Meeting
Prepared by: M. Cleve Morris, City Manager
Item #: 12.2

Subject: Consider approval of an Employment Agreement with David R. Warren, City Manager.

Recommendation: Adopt a resolution approving an Employment Agreement with David R. Warren, City Manager, and authorize the Mayor to Execute the Agreement

Purpose: To appoint David R. Warren as City Manager and approve an agreement outlining the terms of his appointment.

Strategic Plan Strategy: Good Governance

4) Strategy - Provide support to staff through behaviors and actions

Background: On August 12, 2025, the City Council announced the appointment of David R. Warren as City Manager effective October 4, 2025 replacing retiring City Manager Cleve Morris. The attached draft agreement outlines the terms of that appointment.

Discussion: Mr. Warren will be hired at Step 3 of the salary schedule for City Manager or \$170,844 annually. Other benefits as outlined in the agreement are similar to those of the current position and those of department heads.

Environmental:

This action does not qualify as a project under the California Environmental Quality Act (CEQA) and therefore no Environmental Statement is necessary.

Options:

1. Approve the agreement as recommended.
2. Approve the agreement with amendments.
3. Do not approve the agreement at this time and provide further direction to staff.

Cost: The recommended salary for the position is Step 3 on the salary schedule or \$170,844 annually.

Budget Impact: Costs of salaries and benefits for the position are assumed in the budget.

M. Cleve Morris

M. Cleve Morris, City Manager

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Attachment A – Resolution

Attachment B – Draft Agreement