



## Agenda Report

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**File #:** 19-0827

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### **AGENDA REPORT REQUEST FOR CITY COUNCIL ACTION**

**DATE:** September 18, 2019

**TO:** Honorable Mayor and City Council Members

**FROM:** Legal & Risk Management Department (City Attorney's Office)

**SUBJECT:**

City Council consideration of Resolution No. 2019-082 appointing Mitchell Lansdell as Interim City Manager and approving employment agreement.

**RECOMMENDED ACTION:**

That the City Council adopt Resolution No. 2019-082 appointing Mitchell Lansdell as Interim City Manager and approving employment agreement.

**ANALYSIS:**

With the position of City Manager becoming vacant at close of business on August 16, 2019, the City Council desires to appoint Mitchell Lansdell, who is a retired member of CalPERS, as Interim City Manager. The appointment would be effective as of today's date and would continue, unless terminated early by the City or Mr. Lansdell, until the permanent replacement for the vacant position of City Manager commences his or her employment. Although unlikely, it would also terminate early if Mr. Lansdell reaches 960 hours during this fiscal year (July 1<sup>st</sup> through June 30<sup>th</sup>) before a permanent City Manager is selected, as that is a limitation of state law.

Mr. Lansdell has been working in municipal government since 1972, first with the City of Los Alamitos as Recreation Director and Director of Administrative Services. Mr. Lansdell joined the City of Gardena in 1985, first as Assistant City Manager for about 12 years and then as City Manager for almost 20 years (from October 1997 through December 2016).

Mr. Lansdell indicates that he successfully guided the City of Gardena in eliminating a \$5.2M budget deficit and also lead them from possible bankruptcy to investment grade ratings with Moody's and Standard and Poor's. In 2017, the City enjoyed a fund balance of \$21.3M.

Mr. Lansdell has a bachelor's degree and a master's degree in Education.

The attached proposed Employment Agreement reflects Mr. Lansdell's appointment as Interim City Manager, his hourly rate of \$119.896 (calculated pursuant to the requirements of Government Code Section 21221(h)), and the expiration/termination date noted above.

The recruitment for the permanent City Manager is progressing. The application period has closed, and the City Council is expected to begin its review of the applicants this week.

**COMMITTEE ACTION:**

Not applicable.

**STRATEGIC PLAN:**

Not applicable.

**FISCAL IMPACT:**

The fiscal impact is \$4,795.84 for a given 40-hour work week, plus reimbursement for any necessary expenses approved by the City Council pursuant to AP # 01200.001 (e.g. mileage). Funding for Fiscal Year 2019-20 is included in the budget.

**ENVIRONMENTAL ANALYSIS:**

This action is categorically exempt pursuant to Section 15061(b)(3) of the Guidelines for the California Environmental Quality Act (CEQA), which states that a project is exempt from CEQA if the activity is covered by the general rule that CEQA applies only to projects that have the potential for causing a significant effect on the environment. Where it can be seen with certainty that there is no possibility that the activity in question may have a significant effect on the environment, the activity is not subject to CEQA. This action merely involves a limited-term employment agreement and thus will not result in any significant effect on the environment.

**PREPARED BY:** DEAN DERLETH, CITY ATTORNEY/LRM DIRECTOR

**REVIEWED BY:** EDELIA EVELAND, HUMAN RESOURCES MANAGER

**REVIEWED BY:** KERRY D. EDEN, ASSISTANT CITY MANAGER/ADMINISTRATIVE SERVICES DIRECTOR

**REVIEWED BY:** MICHELE NISSEN, ASSISTANT CITY MANAGER

**SUBMITTED BY:** DEAN DERLETH, CITY ATTORNEY/LRM DIRECTOR

**Attachments:**

1. Resolution No. 2019-082
2. Employment Agreement (Interim City Manager)