

# Agenda Report



**MEETING DATE:** Tuesday, April 23, 2024

**TO:** City Council

**FROM:** DEPUTY CITY MANAGER MANNING  
HIRING SUBCOMMITTEE

**THROUGH:** CITY MANAGER MENDEZ

**SUBJECT:** RESOLUTION APPOINTING TAMARA VIDES TO INTERIM  
CITY MANAGER AND APPROVING AT-WILL  
EMPLOYMENT AGREEMENT

---

## **RECOMMENDED ACTION:**

It is recommended that the City Council appoint Tamara Vides to serve as Interim City Manager and approve an At-Will Employment Agreement between the City of Watsonville and Tamara Vides.

## **BACKGROUND:**

City Manager Mendez recently announced his resignation with May 15, 2024, as his final day of employment with the City of Watsonville. While the City Council conducts a recruitment to fill the City Manager position, it is necessary to appoint an Interim City Manager.

## **DISCUSSION:**

Mayor Quiroz-Carter appointed a subcommittee to oversee the hiring of an Interim City Manager which included herself, Council Member Parker and Council Member Montesino.

This subcommittee recommends the approval of the appointment of Tamara Vides to the Interim City Manager position and the related contract. Ms. Vides possesses the necessary experience, skills, and expertise to serve as the City's Interim City Manager as she has over twenty-five years of experience with the City. She has been the Assistant City Manager for over three and a half years during which time she also served as the Interim City Manager for six months during the last City Manager recruitment.

The City Council has initiated the process to fill the City Manager position on a permanent basis which is expected to take up to six months.

The contract includes a base salary of \$247,200 and an annual \$5,000 contribution to deferred compensation. The contract also includes benefits equitable to the City's at-will employees as defined in the Compensation and Benefits Plan for the Executive Team including, but not limited to, longevity pay, vacation, sick leave, administrative leave, health benefits, and bilingual pay. This contract shall become effective on May 15, 2024, or on the final day of the current City Manager's employment, whichever is sooner and will remain in effect until (1) a permanent City Manager assumes this office (2) six months from the Effective Date or (3) the Agreement terminates pursuant to Section 5 of the contract.

**FINANCIAL IMPACT:**

The contract can be absorbed in the current budget with the departure of the outgoing City Manager.

**ALTERNATIVE ACTION:**

The City Council could elect not to approve the appointment and contract.

**ATTACHMENTS AND/OR REFERENCES (If any):**

None.