

RESOLUTION NO. _____(CM)

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WATSONVILLE
APPROVING THE CITY OF WATSONVILLE COMPENSATION AND
BENEFITS PLAN FOR ASSISTANT CITY MANAGER, DEPARTMENT
DIRECTORS, DEPUTY CITY MANAGER, CHIEFS OF POLICE AND FIRE
(EXECUTIVE TEAM) FOR FISCAL YEARS 2025-2028**

WHEREAS, the attached Compensation and Benefits Plan is intended to establish compensation, benefits and conditions of employment for all at-will positions including the Assistant City Manager, Department Heads, Deputy City Manager, Police Chief, and Fire Chief; and

WHEREAS, these positions are exempt from the Fair Labor Standards Act (FLSA), are at-will employees, serve at the pleasure of the City Manager and can be terminated with or without notice or cause and with no rights of appeal.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY
OF WATSONVILLE, CALIFORNIA, AS FOLLOWS:**

1. That the Council finds that adopting a Resolution approving and appropriating the City of Watsonville Compensation and Benefits Plan for Assistant City Manager, Department Directors, Deputy City Manager, and Chiefs of Police and Fire (Executive Team), does not meet CEQA's definition of a "project," because the action does not have the potential for resulting in either a direct physical change in the environment or a reasonably foreseeable indirect physical change in the environment.

2. That the City Council hereby approves and appropriates the City of Watsonville Compensation and Benefits Plan for Assistant City Manager, Department Directors, Deputy City Manager, and Chiefs of Police and Fire (Executive Team), with

term from July 1, 2025 to June 30, 2028, attached hereto marked Exhibit “A,” and incorporated herein by this reference, is hereby ratified.
