

RESOLUTION NO. 26-0003

A RESOLUTION OF THE MANHATTAN BEACH CITY
COUNCIL APPROVING AN EMPLOYMENT AGREEMENT
WITH JOSEPH DEFRANCESCO TO SERVE AS INTERIM
PUBLIC WORKS DIRECTOR

WHEREAS, Joseph DeFrancesco [CalPERS ID: 4875904322] retired from the City of Orange in the position of Public Works Director on December 27, 2017; and

WHEREAS, Government Code section 21221(h) of the Public Employees' Retirement Law permits the governing body to appoint a CalPERS retiree to a vacant position requiring specialized skills during recruitment for a permanent appointment, and provides that such appointment will not subject the retired person to reinstatement from retirement or loss of benefits so long as it is a single appointment that does not exceed 960 hours in a fiscal year; and

WHEREAS, the City Council desires to appoint Joseph DeFrancesco ("Employee") as an interim appointment retired annuitant to the vacant position of Public Works Director for the City of Manhattan Beach under Government Code section 21221(h), effective January 20, 2026; and

WHEREAS, the City Council of the City of Manhattan Beach and Employee certify that he has not and will not receive a Golden Handshake or any other retirement-related incentive; and

WHEREAS, an appointment under Gov. Code section 21221(h) requires the retiree is appointed into the interim appointment during recruitment for a permanent appointment; and

WHEREAS, the City has been actively recruiting for the position of Public Works Director since July of 2025, including hiring an executive search firm the same month who advertised the position widely, solicited and screened dozens of applications, and facilitated multiple rounds of formal interviews over the course of several months; and

WHEREAS, this Government Code section 21221(h) appointment shall only be made once and therefore unless sooner terminated, the term of this Resolution shall be from January 20, 2026 to the earlier of the date on which (a) a duly appointed person assumes the duties of the position of Public Works Director; (b) Employee reaches 960 hours of service as a retired annuitant in a fiscal year for all PERS covered employers, or (c) December 31, 2026; and

WHEREAS, the entire employment agreement between Employee and the City of Manhattan Beach has been reviewed by this body and is attached hereto; and

WHEREAS, the compensation paid to retirees cannot be less than the minimum nor exceed the maximum monthly base salary paid to other employees performing comparable duties, divided by 173.333 to equal the hourly rate; and

WHEREAS, the maximum base salary for this position is \$247,356 and the hourly equivalent is \$118.92, and the minimum base salary for this position is \$189,804 and the hourly equivalent is \$91.25; and

WHEREAS, the hourly rate paid to Employee will be \$118.92; and

WHEREAS, Employee will not receive any other benefit, incentive, compensation in lieu of benefit or other form of compensation in addition to this hourly pay rate; and

THEREFORE, THE MANHATTAN BEACH CITY COUNCIL HEREBY RESOLVES AS FOLLOWS:

SECTION 1. The City Council of Manhattan Beach hereby certifies the nature of the employment of Employee as described herein and detailed in the attached Employment Agreement between the City of Manhattan Beach and Employee.

SECTION 2. This appointment is necessary to fill the critically needed position of Interim Public Works Director for the City of Manhattan Beach starting on January 20, 2026. This appointment is critical for the continuity of efficient functioning of the Department and in meeting the Council's priorities for Public Works operations and projects while the City continues a search for a permanent director.

Employee is uniquely qualified to fulfill this interim assignment because of his previous experience during a long and successful career in public works, utilities operations, and municipal management.

SECTION 3. The City Council hereby approves the Employment Agreement between the City of Manhattan Beach and Employee and directs the City Manager to execute the Agreement on behalf of the City.

ADOPTED on January 13, 2026.

AYES:

NOES:

ABSENT:

ABSTAIN:

DAVID LESSER
Mayor

ATTEST:

LIZA TAMURA
City Clerk