

RESOLUTION NO. 25-0026

A RESOLUTION OF THE MANHATTAN BEACH CITY COUNCIL APPROVING AN EMPLOYMENT AGREEMENT WITH MICHAEL CODRON TO SERVE AS INTERIM COMMUNITY DEVELOPMENT DIRECTOR

WHEREAS, Michael Codron [CalPERS ID: 1891887039] retired from the City of San Luis Obispo in the position of Community Development Director on June 29, 2023; and

WHEREAS, 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;

WHEREAS, the City Council hereby appoints Michael Codron as an interim appointment retired annuitant to the vacant position of Community Development Director for the City of Manhattan Beach under Government Code section 21221(h), effective March 19, 2025; and

WHEREAS, the City Council, the City of Manhattan Beach, and Michael Codron certify that Michael Codron 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 Community Development Director, and is continuing its search by securing the services of an executive search firm; and

WHEREAS, this Gov. Code section 21221(h) appointment shall only be made once and therefore unless sooner terminated as provided in this Resolution, the term of this Resolution shall be from April 1, 2025 to the earlier of the date on which (a) a duly appointed person assumes the duties of the position of Community Development Director (b) Employee reaches 960 hours of service as a retired annuitant in a fiscal year for all PERS covered employers, or (c) June 30, 2026; and

WHEREAS, the entire employment agreement between Michael Codron and the City of Manhattan Beach has been reviewed by this body and is attached herein; 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 \$235,572 and the hourly equivalent is \$113.2, and the minimum base salary for this position is \$180,768 and the hourly equivalent is \$86.91; and

WHEREAS, the hourly rate paid to Michael Codron will be \$113.25; and

WHEREAS, Michael Codron 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 Michael Codron as described herein and detailed in the attached Employment Agreement between the City of Manhattan Beach and Michael Codron.

SECTION 2. This appointment is necessary to fill the critically needed position of Community Development Director for the City of Manhattan Beach by April 1, 2025. This appointment is critical for the continuity of efficient functioning of the Department and in meeting the Council's priorities for Community Development operations and projects while the City undertakes a second search for Community Development Director.

Mr. Codron is uniquely qualified to fulfill this interim assignment because of his previous experience during a long and successful career in planning, municipal operations, budget management, and community engagement.

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

ADOPTED on March 18, 2025.

AYES:

NOES:

ABSENT:

ABSTAIN:

AMY THOMAS HOWORTH
Mayor

ATTEST:

LIZA TAMURA
City Clerk