



Legislation Text

File #: 25-0133, **Version:** 1

TO:

Honorable Mayor and Members of the City Council

THROUGH:

Talyn Mirzakhonian, City Manager

FROM:

Lisa Jenkins, Human Resources Director

SUBJECT:

Consideration of a Resolution Appointing Michael Codron as Interim Community Development Director and Approval of an Employment Agreement with Michael Codron (No Budget Impact) (Human Resources Director Jenkins).

ADOPT RESOLUTION NO. 25-0026

RECOMMENDATION:

Staff recommends that the City Council adopt Resolution No. 25-0026.

FISCAL IMPLICATIONS:

There are no fiscal implications associated with the recommended action, as the existing budget for the Community Development Director's salary and benefits will be utilized for the Interim Director's salary

BACKGROUND:

To ensure the continuity of operations within the Community Development Department and the successful implementation of major community planning projects, the City Manager recommends bringing on board an interim director until a permanent replacement for the Community Development Director position can be identified. The California Public Employees Retirement System (CalPERS) governs the rules and regulations for the hiring of retirees from the pension system after the date of retirement. The attached resolution and employment agreement will ensure that CalPERS regulations are met in onboarding Interim Community Development Director Michael Codron.

DISCUSSION:

Community Development Director Talyn Mirzakhonian was appointed to the Acting City Manager role on August 19, 2024 and was appointed City Manager on November 16, 2024. Since that time, Building Official, Ryan Heise, has been in the acting role. During this time, the Human Resources Department has conducted one recruitment for Community Development Director and the applicant pool did not yield a successful candidate. While the City partners with an executive recruitment firm to conduct another search for Community Development Director, the City Manager recommends the appointment of a qualified interim director who has specialized knowledge and experience in

Community Development, municipal leadership, and team building. This appointment will ensure the continuity of operations and effective project management of significant Community Development projects, while allowing Mr. Heise to refocus on his Building Official role.

Mr. Michael Codron served in multiple leadership roles for the City of San Luis Obispo, including Assistant City Manager and Community Development Director. Since his retirement from the San Luis Obispo, he continues to stay engaged in the field through his work as interim Community Development Director, previously assisting the Cities of Pismo Beach and Morro. Additionally, after retiring from public service in 2023, he founded EM|BC Planning Strategies, where he assists municipalities and organizations in navigating complex planning challenges. His focus is on strategic planning and organizational development. He holds a Master's Degree in City and Regional Planning from Cal Poly San Luis Obispo. His expertise in comprehensive planning, municipal operations, budget management, and community engagement uniquely qualifies him for the role of Interim Community Development Director. The attached resolution fulfills CalPERS requirements for appointing Mr. Codron to this interim position.

Staff is recommending that the Council adopt the attached Resolution, making the interim appointment effective Tuesday, April 1, 2025.

PUBLIC OUTREACH:

After analysis, staff determined that public outreach was not required for this issue.

LEGAL REVIEW:

The City Attorney has reviewed this report and determined that no additional legal analysis is necessary.

ATTACHMENTS:

1. Resolution No. 25-0026
2. Employment Agreement - Michael Codron