



# **City Manager Employment Agreement and City Council Appointed Salary Schedule**

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**City of Fullerton**

**March 3, 2026**



## Candidate Background – City Manager

- Eddie Manfro was appointed as Interim City Manager on August 2, 2025.
- Interim City Manager Manfro's resume includes:
  - Eight years as City Manager for the City of Westminster
  - Four years as Director of Human Resources for the City of Fullerton
  - Four years as Director of Human Resources and Risk Management for the City of Westminster
  - A master's degree from Cal State Dominguez Hills in Public Administration as well as a bachelor's degree from University of Redlands in Political Science.



## City Manager Agreement – Key Provisions

- Three-year term.
- Base annual salary of \$305,000 effective March 4, 2026; PEPRAs cap for CalPERS is \$191,679
- Future salary increases scheduled for March 2027 and March 2028 equal to 3% per year
- City contribution of \$600 per pay period to deferred compensation with future increases to \$625 (March 2027) and \$650 (March 2028)
- City contribution of \$125 per pay period to Manfro's Retiree Health Savings Account (RHSA) in lieu of contribution to health insurance after retirement
- Paid Leaves similar to those of Executive employees
  - 168 hours vacation per year; capped at 336 hours
  - Eligible to cash out 80 hours of vacation two times per year



## City Manager Agreement – Key Provisions

- Medical insurance
  - \$1,500 per month health insurance
  - \$145 per month dental
  - \$25 per month vision
  - Flex Credits equal to that of Executive employees
- Vehicle use of \$275 per pay period
- Serves at the pleasure of City Council
- Right of Reversion until November 17, 2026; nine-month severance provision thereafter



## Fiscal Impact

The City Manager base annual salary will be \$305,000 (\$146.635 per hour). The current budget has adequate funding for the City Manager's fully burdened salary and benefits and there is no additional fiscal impact as the result of the Agreement.



# Recommendations

Authorize the Mayor to execute an Employment Agreement appointing Eddie Manfro as City Manager effective March 4, 2026 and setting forth terms and conditions of employment.

Adopt the following Resolutions:

RESOLUTION NO. 2026-XXX - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FULLERTON, CALIFORNIA, APPROVING AN AGREEMENT RETAINING EDDIE MANFRO AS CITY MANAGER

RESOLUTION NO. 2026-XXX - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FULLERTON, CALIFORNIA, APPROVING A SALARY SCHEDULE FOR CITY COUNCIL APPOINTED POSITIONS IN ACCORDANCE WITH THE REQUIREMENTS OF CALIFORNIA CODE OF REGULATIONS TITLE 2, SECTION 570.5