



Agenda Report

Fullerton City Council

MEETING DATE: MARCH 3, 2026

TO: CITY COUNCIL / SUCCESSOR AGENCY

SUBMITTED BY: LAURA GIANNETTI-MERCER, ACTING DIRECTOR OF HUMAN RESOURCES

PREPARED BY: LAURA GIANNETTI-MERCER, ACTING DIRECTOR OF HUMAN RESOURCES

SUBJECT: CITY MANAGER EMPLOYMENT AGREEMENT AND CITY COUNCIL APPOINTED SALARY SCHEDULE

SUMMARY

Consideration of an Employment Agreement between the City of Fullerton and Eddie Manfro to serve as City Manager effective March 4, 2026.

PROPOSED MOTION

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 CALIFORNIA CODE OF REGULATIONS TITLE 2, SECTION 570.5 REQUIREMENTS

ALTERNATIVE OPTIONS

- Approve the Proposed Motion
- Provide staff direction regarding agreement or salary schedule modifications
- Other options brought by City Council.

STAFF RECOMMENDATION

Staff recommends the Proposed Motion.

CITY MANAGER REMARKS

None.

PRIORITY POLICY STATEMENT

This item matches the following Priority Policy Statement:

- Fiscal and Organizational Stability.

FISCAL IMPACT

The City Manager base annual salary will be \$305,000 (\$146.635 per hour). The current budget has adequate funding for the fully burdened City Manager salary and benefits. The Agreement would not generate additional fiscal impact.

DISCUSSION

Eddie Manfro has served as the City of Fullerton Interim City Manager since August 2, 2025, following the resignation of former City Manager Eric Levitt. Prior to his assignment to Interim City Manager, Mr. Manfro served as the City's Director of Human Resources since 2022. Additionally, Mr. Manfro possesses extensive municipal administration including service to the City of Westminster as City Manager for approximately eight years as well as their Director of Human Resources and Risk Management for approximately four years.

Mr. Manfro possesses a Master's Degree in Public Administration from California State University, Dominguez Hills and a bachelor's degree from University of Redlands, majoring in Political Science.

City Council desires to appoint Interim City Manager Manfro to the position of City Manager. The proposed employment agreement contains the following key provisions:

Term of Agreement: Three years, effective March 4, 2026.

Salary terms: Base annual salary of \$305,000 effective March 4, 2026. The proposed agreement contains a schedule of future salary increases of:

- 3% - March 2027
- 3% - March 2028.

Deferred Compensation: A per-pay-period City contribution of \$600. The proposed agreement contains a schedule of future increases to:

- \$625 - March 2027
- \$650 - March 2028

Health Insurance: \$1,500 per month for health insurance, \$145 per month for dental insurance and \$25 per month for vision insurance. Additionally, Mr. Manfro will be eligible for the same flex credits in accordance with rules provided to Executive employees. Any City contributions and flex credits not applied toward insurance premiums shall be contributed to a Retiree Health Savings Account (RHSA).

Retiree Health: \$125 per pay period City contribution into a RHSA in lieu of a City contribution to health insurance after retirement.

Vehicle Use: \$275 per pay period for use of personal vehicle for City business.

Paid Leave - Vacation: Accrual of 168 hours per year with eligibility to cash-out up to 80 hours of accrued vacation hours twice per payroll year.

Paid Leave – Sick: Accruals will be consistent with City practices.

Paid Leave – Other: All other leaves provided to executive employees and subject to the same provisions as those in the Executive Compensation Resolution.

At-Will Status: Serves at the pleasure of the City Council. City Council may terminate the agreement pursuant to notice requirement provisions and limitations to periods outside of 90 days before and after a City Council election.

Right of Reversion / Severance: Eligible to revert to his previous position as Director of Human Resources if his employment as City Manager is terminated without cause on or before November 17, 2026. Upon its expiration, the Right of Reversion will be replaced by a severance provision providing the equivalent of nine months base pay as well as nine months of medical coverage (if enrolled and receiving medical coverage through the City at the time of termination) if termination is without cause.

Attachments:

- Attachment 1 – PowerPoint Presentation
- Attachment 2 – Draft Resolution (Salary)
- Attachment 3 – Draft Resolution (Employment Agreement)