



APPOINTMENT OF INTERIM CITY MANAGER

December 2, 2025

Dominique Blanquie, Human
Resources Director

Background

- City Manager Maraskeshia Smith announced her resignation. Her last day is January 2, 2026.
- The City will be conducting an open recruitment in early 2026 for her replacement which will likely take 6 months or more.
- Council held interviews for the Interim City Manager and provided direction to staff in Closed Sessions in October and early November

Appointment & Employment Agreement

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- Council selected Lori Ann Farrell to serve as Interim City Manager.
- Ms. Farrell has agreed to the terms/conditions in the proposed Employment Agreement
- If appointed by Council, Ms. Farrell will begin on January 2, 2026, and continue for a temporary time until new CM is selected and starts.

December 2, 2025



ICM Compensation & Benefits

- **Salary:** \$291,200 annually; no merit or cost of living salary increases unless expressly approved by Council (requires a public approval process like this one).
- **Temporary Housing Assistance:** \$3,000/month if she establishes and maintains housing in Sonoma County or Marin County.
- **Auto Allowance:** \$500/month for personal vehicle use for City business -- same benefit provided to Executive Management employees (Unit 10).
- **Vacation Leave, Sick Leave and Holidays:** Same benefit provided to Executive Management employees (Unit 10)

ICM Compensation & Benefits

- **Administrative Leave:** 80 hours of administrative leave on first day, and 80 hours of administrative leave on July 1 of new fiscal year.
- **Wellness Incentive:** \$500/year as a wellness incentive, paid in January for the year – same benefit as Executive Management employees (Unit 10).
- **Other Benefits:** Same other benefits provided to Executive Management employees (Unit 10) -- health, dental, vision, life, and disability insurance, participation in CalPERS retirement program, and retiree health savings plan.

Recommendation

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It is recommended that Council:

- 1) Adopt a resolution appointing Lori Ann Farrell Interim City Manager effective January 2, 2026, and approving an Employment Agreement with Ms. Farrell.
- 2) Introduce the proposed ordinance ESTABLISHING MONTHLY SALARY OF \$24,266.66 (\$291,200 ANNUALLY) AND OTHER COMPENSATION AND BENEFITS FOR THE INTERIM CITY MANAGER.



Questions?