



EXECUTIVE CONTINUITY PROGRAM

June 9, 2026



PURPOSE

Staff is requesting approval of an Executive Continuity Program to help:

- Preserve institutional knowledge
- Maintain operation stability
- Ensure uninterrupted service delivery

During executive and leadership retirements.



PROGRAM OBJECTIVES

- Preserve institutional knowledge and operational expertise
- Maintain operational stability
- Support continuity of strategic objectives
- Provide leadership continuity
- Reduce operational disruptions
- Promote fiscal stewardship with cost-effective strategies



HOW IT WORKS

- Allows the City to respond promptly when an employee requests the ability to return to work after retiring.
- Avoid costs of health, dental and retirement benefits for one year
- Avoid costs associated with executive recruitments
- Employee salary would be reduced by up to 25% of the current salary (City manager has flexibility to modify the reduction %)
- Allows the City to continue to maintain service levels at a reduced cost to taxpayers
- Used in conjunction with a contract with Educational Services, LLC to provide staffing arrangements



RECOMMENDATION

- Staff recommends Council approve the Executive Continuity Program



Questions?