

## RESOLUTION 2026-###

### RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN PABLO APPROVING AN AMENDMENT TO THE EMPLOYMENT AGREEMENT WITH THE CITY ATTORNEY; AND AUTHORIZING THE MAYOR TO EXECUTE THE AGREEMENT

WHEREAS, on October 16, 2023, Brian Hickey was appointed as City Attorney for the City of San Pablo with an employment agreement adopted and agreed to by mutual consent via adopted Resolution 2023-145;

WHEREAS, a proposed amendment has been determined and developed to the existing employment agreement for the City Attorney and presented to the City Council for formal consideration and approval:

WHEREAS, this proposed action is not associated with any particular City Council priority and is not a project pursuant to the California Environmental Quality Act; and

WHEREAS, pursuant to California Government Code section 54953(c)(3) and to ensure transparency in the consideration of the salary and benefits for the City's executives, the City orally reported a summary of the proposed actions regarding salary and compensation contained in the Amended Employment Agreement with City Attorney Brian Hickey before taking action at the City Council meeting on April 6, 2026, as follows:

1. Effective Date of Amendment: April 16, 2026
2. Salary: \$292,468 annually (\$24,372/mo.); consisting of a +4% one-time salary adjustment.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of San Pablo, as follows:

1. Brian Hickey was appointed as City Attorney for the City of San Pablo on October 16, 2023.
2. A revised annual salary under the proposed amendment to the employment agreement is \$292,468 (\$24,372/mo.) which constitutes a one-time +4.0% salary adjustment, effective April 16, 2026.
3. All other provisions of the employment agreement remain unchanged and in effect.

4. An amended Employment Agreement with Brian Hickey, attached and incorporated as Exhibit A to this Resolution, is hereby approved and the Mayor is authorized to execute it.

BE IT FURTHER RESOLVED that the foregoing recitations are true and correct and are included herein by reference as findings.

\*\*\*\*\*

ADOPTED this 6<sup>th</sup> Day of April 2026, by the following vote:

AYES: COUNCILMEMBERS:  
NOES: COUNCILMEMBERS:  
ABSENT: COUNCILMEMBERS:  
ABSTAIN: COUNCILMEMBERS:

ATTEST:

APPROVED:

\_\_\_\_\_  
Dorothy Gantt, City Clerk

\_\_\_\_\_  
Elizabeth Pabon-Alvarado, Mayor