

EMPLOYMENT AGREEMENT

This Agreement ("Agreement") is made between Girard "Gerry" Beaudin ("Beaudin"), an individual, and the CITY OF ALAMEDA, CALIFORNIA (the "City"), a California charter city and municipal corporation.

RECITALS

WHEREAS, the City desires to employ the professional services of Beaudin as City Manager of Alameda; and,

WHEREAS, Beaudin agrees to serve as the City Manager of Alameda in accordance with the City Charter of Alameda; and,

WHEREAS, both the City and Beaudin wish to set forth in writing the terms and conditions of Beaudin's employment as City Manager for Alameda.

NOW, THEREFORE, in consideration of the mutual covenants set forth below, the City and Beaudin agree as follows:

AGREEMENT

INTRODUCTION AND TERM

1. EMPLOYMENT

The City shall employ Beaudin in accordance with the terms and conditions set forth below, and Beaudin accepts the offer of such employment. During the term of this Agreement, the City will pay Beaudin the compensation provided for in this Agreement.

2. TERM

This Agreement shall commence on June 30, 2026, and continue indefinitely, subject to the termination provisions set forth in this Agreement.

DUTIES AND PROFESSIONAL RESPONSIBILITIES

3. DUTIES

Beaudin shall serve as the City Manager for the City of Alameda and shall be vested with the authority granted to the City Manager in the Alameda City Charter. Beaudin shall

perform such duties as are necessary for him to exercise the authority vested in the City Manager under the Alameda City Charter. Also, Beaudin shall perform such duties and undertake such activities as may be assigned from time to time by the City Council, and which are consistent with the position of City Manager.

4. HOURS OF WORK

Beaudin shall be an exempt employee under Fair Labor Standards Act (FLSA). Beaudin is expected to devote necessary time outside normal office hours to the business of the City. Beaudin's daily and weekly schedule of work may vary in response to the requirements of the work to be performed. Beaudin is expected to be present and available during regular City business hours, and in the case of emergencies, and spend sufficient hours at Alameda City Hall or other City facilities to perform his duties.

5. OUTSIDE AND OTHER PROFESSIONAL ACTIVITIES

Beaudin shall devote his professional time and attention to the City's business during the term of this Agreement. The City acknowledges a mutual interest with Beaudin in having Beaudin, on occasion, undertake limited outside activities, including serving as an officer or a board member of municipal government organizations, or other related activities, provided that such activities do not distract Beaudin from the performance of his duties as City Manager for Alameda.

When consistent with the City's travel policy, the City shall pay for reasonable travel expenses incurred by Beaudin for official travel associated with the pursuit of Alameda's interests including, but not limited to, such other national, regional, state and local government groups or committees upon which Beaudin may serve as a member or attend on behalf of the City such as the League of California Cities.

Subject to prior approval of the City Council, Beaudin may accept limited teaching or other business opportunities provided that such opportunities do not materially interfere with Beaudin's duties under this Agreement, create a financial or other conflict of interest, and are not incompatible with Beaudin's duties as City Manager.

COMPENSATION TO BEAUDIN

6. SALARY

Beaudin shall receive an annual base compensation of \$383,111 beginning June 30, 2026. Salary is to be paid every two weeks, consistent with the City's payroll cycle. The City Council shall not decrease Beaudin's compensation unless and except in the case of an across-the-board salary or other compensation decrease (including furloughs) applicable to all employees covered by the Executive Management Compensation Plan.

Commencing June 30, 2026, and thereafter, Beaudin shall receive the same percentage of salary or wage increase, in the same manner and time, as provided to Executive Management miscellaneous employees in the Executive Management Compensation Plan. At no time will Beaudin's salary be less than 5% above the salary for any member of the Executive Management Compensation Plan.

7. DEFERRED COMPENSATION (MONEY PURCHASE PENSION PLAN)

Beaudin is eligible to participate in the City's deferred compensation plan, with the City contributing the equivalent of 3% of his base salary annually. Beaudin must participate in the plan to receive the annual deferred compensation plan contribution described in this Section; however, any voluntary contributions from Beaudin to such plan are at Beaudin's sole discretion. Notwithstanding the one-year waiting period as set forth in the Executive Management Compensation Plan, Beaudin shall be eligible to receive the 3% match upon commencement of employment without having to complete one year of service.

EVALUATIONS

8. EVALUATIONS

During the first year of Beaudin's employment, and after completion of approximately three months, Beaudin and the City Council shall jointly establish objective, verifiable measures of his performance to be completed, and the City Council shall provide Beaudin with input and feedback as part of a one-time check-in. In May or June of each subsequent year during the term of this Agreement, Beaudin and the City Council will participate in a formal, facilitated performance evaluation, including the establishment of prospective, objective, and verifiable performance measures for the ensuing year. Beaudin shall not have any right to a compensation increase due to a particular rating on a performance evaluation; rather, any decision to increase salary, provide a lump sum payment based on performance or enhance any other element of compensation during the term of this Agreement, or the timing of any such increase or enhancement, shall be in the discretion of the City Council.

RETIREMENT, HEALTH, AND OTHER BENEFITS

9. RETIREMENT

Beaudin shall receive retirement benefits through the Public Employees Retirement System (CalPERS), consistent with the Executive Management/Miscellaneous Plan.

10. VACATION

Beaudin shall accrue 25 days (200 hours) of paid vacation annually. Vacation shall be accrued bi-weekly (every two weeks, consistent with the City's payroll cycle). Beaudin may carry over accrued but unused vacation time from one year to the next; however, he may not accrue a vacation balance higher than 50 days (400 hours). Upon separation from the City, Beaudin, or in the case of his death Beaudin's heirs, shall be paid for all unused and accrued vacation time. Accumulated vacation balances shall be paid at Beaudin's base salary rate at the effective date of his separation from employment with the City.

Notwithstanding the prior paragraph, for the first seven pay periods of Beaudin's employment, Beaudin will not accrue paid vacation, but, instead, effective June 30, 2026, the City shall provide him with 53.8461 hours of paid vacation. After the first seven pay periods, Beaudin will accrue paid vacation as provided in the prior paragraph.

Beaudin shall be eligible to cash out unused vacation up to 80 hours, annually.

11. OTHER LEAVES

Except as provided in Section 10 above and in the following sentences within this Section 11, Beaudin shall receive the same paid holidays, floating holidays, sick leave benefits, and other/catastrophic leave as provided in the Executive Management Compensation Plan. Floating holidays for fiscal year 2026-2027 shall be provided in July of 2026, consistent with the Executive Management Compensation Plan. Notwithstanding the amount of administrative leave provided annually to other City Department Heads under the Executive Management Compensation Plan, the City shall provide 8 days of administrative leave annually, and for fiscal year 2026-2027, the 8 days of administrative leave shall be provided in July of 2026. Beaudin shall be eligible to cash out all unused administrative leave days at the end of each fiscal year.

12. OTHER FRINGE BENEFITS

Beaudin shall be provided with medical coverage, life insurance, disability benefits, and dental coverage at the same levels, under the same conditions, and with the same options as provided to Executive Management miscellaneous employees.

13. MEMBERSHIP DUES

Unless provided otherwise in the City's adopted budget, the City shall pay up to a cap of \$3,000 for the professional dues necessary to ensure Beaudin's participation in such programs that enhance both Beaudin's standing and the City's reputation, including national, regional, state, and local associations and organizations.

14. AUTOMOBILE ALLOWANCE & TECHNOLOGY

Beaudin shall receive an automobile allowance of \$550 per month. The City shall provide the technology and equipment necessary for Beaudin to effectively complete City work.

SEPARATION FROM EMPLOYMENT

15. RESIGNATION/RETIREMENT

Beaudin shall give the City at least forty-five (45) days written notice of the effective date of Beaudin's resignation or retirement.

16. TERMINATION OF AGREEMENT

The purpose of this Section is to allow the parties to terminate this Agreement as expeditiously and smoothly as possible so that, in exchange for the City's providing the severance described in this Section, Beaudin will release the City from any claims against the City.

The City, through a majority vote of its City Council and in either closed or open session, may terminate this Agreement, at its sole and absolute discretion, with or without cause. The City Council may request Beaudin's resignation and, if Beaudin so agrees, the resignation shall be considered a termination of employment without cause. The term "cause" is defined, for the purposes of this Agreement, as set forth in Section 17 below.

If the City terminates this Agreement without cause, Beaudin will be paid a severance amount equal only to his full salary, deferred compensation, and medical and dental coverage for a period of twelve (12) months from Beaudin's receipt of written notice of termination or his agreement to resign as set forth in the previous paragraph. In exchange for the payment of severance, Beaudin shall release the City from all claims against the City, its officials, employees and agents, and, as part of the consideration for Beaudin's receiving the severance, Beaudin shall cooperate with and provide assistance to the City in the transition of his duties to an acting, interim, or new City Manager, the terms of such transition to be mutually agreed upon at the time of the transition.

If the City terminates this Agreement with cause, the City shall have no obligation to continue the employment of Beaudin or to pay any salary, deferred compensation, or medical and dental coverage as provided in the preceding paragraph.

17. CAUSE

For purposes of this Agreement, "cause" shall only mean: (1) indictment, conviction or plea of nolo contendere to any felony or other crime involving moral turpitude; (2) material breach of City policy or this Agreement, which breach Beaudin has not cured, to the extent

curable, to the satisfaction of the City Council within sixty (60) days after receiving notice of such breach; (3) fraud, embezzlement, misappropriation of funds or disclosure of confidential information; (4) misconduct or gross negligence that results, or reasonably could be expected to result, in financial damage to the City; (5) failure to cooperate with an official investigation authorized by the City Council or City Attorney, or initiated by a governmental authority, in either case related to the City, its business, Council members or City employees; or (6) acceptance of employment from another source which is inconsistent with full time employment as Alameda's City Manager.

18. COMMUNICATIONS AT TIME OF SEPARATION

In the event the City terminates Beaudin for any reason or no reason, the City and Beaudin agree that no member of the City Council, the City Management employees, nor Beaudin, shall make any written, oral, electronic statement to any member of the public, the press, or any City employee concerning Beaudin's termination except in the form of a joint press release or statement, the content of which is mutually agreeable to the City and Beaudin. The joint press release or statement shall not contain any text or information that is disparaging to either party. Either party may verbally repeat the substance of the joint press release or statement in response to any inquiry.

MISCELLANEOUS PROVISIONS

19. REIMBURSEMENT

Beaudin is entitled to reimbursement for all sums necessarily and reasonably incurred and paid by him in the performance of his duties. Beaudin shall submit a claim form to the City for any such claims in the same form and manner as is required by the City's policy or by custom and practice among other employees in the City's Executive Management Compensation Plan.

20. BONDS

The City shall pay the full cost of any bonds, fidelity or otherwise, required of Beaudin under any applicable state or local law or ordinance relative to his performance of his duties as City Manager.

21. INDEMNIFICATION

City shall defend, hold harmless, and indemnify Beaudin against any claims, demands, or legal actions, whether specious, frivolous, or otherwise, arising out of an alleged action or omission, direct or indirect, occurring within the scope and during the course of Beaudin's employment with the City. City shall indemnify Beaudin against any and all losses, damages, judgments, interest, settlements, fines, court costs, and other costs and

expenses of legal proceedings including attorneys' fees, and any liabilities incurred by, imposed upon, or suffered by Beaudin in connection with or resulting from any claim, action, suit, or proceeding, actual, or threatened, arising out of or in connection with the performance of his duties, as authorized by law. Beaudin will cooperate in good faith with the City with respect to the defense of such claims, demands or legal actions.

22. SEVERABILITY

In the event that any term of this Agreement is finally held or determined to be illegal or void by a court having jurisdiction over the City and Beaudin, the remainder of this Agreement shall remain in full force and effect unless the term or terms held to be illegal or void are wholly inseparable from the remaining portions of the Agreement. If any part of this Agreement is determined to be illegal or void by a court of competent jurisdiction, the parties shall meet and confer to re-negotiate such illegal or void term(s).

23. PARITY IN CONSTRUING AGREEMENT

Both the City and Beaudin have had the opportunity to participate in the drafting of this Agreement. Consequently, terms, conditions, or provisions of this Agreement shall not be construed against one party and in favor of the other based upon who actually drafted the Agreement.

24. INTEGRATION CLAUSE

The City and Beaudin acknowledge that this Agreement constitutes the sole and entire agreement of the parties in this matter and that any modifications may be made only in writing signed by both the City and Beaudin. The City and Beaudin agree that there are no representations, agreements, arrangements, or understandings, whether written or oral, between the parties relating to the subject matter of this Agreement that are not fully set forth in this Agreement.

25. NOTICES

Notice pursuant to this Agreement shall be in writing, given by (a) personal delivery with acknowledgment of receipt; or (b) by deposit in custody of the United States Postal Service, postage prepaid, and addressed as follows:

To the City: Mayor and City Council
City of Alameda
City Hall
2263 Santa Clara Avenue Alameda, CA 94501

To Beaudin: Girard "Gerry" Beaudin
Address on File

Signatures on following page

CITY OF ALAMEDA

GIRARD "GERRY" BEAUDIN

By: _____
Marilyn Ezzy Ashcraft
Mayor

G. Beaudin

G. Beaudin (Apr 9, 2026 10:26:08 PDT)

Attest:

By: _____
Lara Weisiger
City Clerk

Approved as to form:

By: _____
Yibin Shen
City Attorney







Offer Letter

Final Audit Report

2026-04-09

Created:	2026-04-09
By:	Fatima Nukic (fnukic@cpshr.us)
Status:	Signed
Transaction ID:	CBJCHBCAABAAf1soR3kuQM4BDwhTdzyTYGtUWqVkiuVp

"Offer Letter" History

-  Document created by Fatima Nukic (fnukic@cpshr.us)
2026-04-09 - 4:09:09 PM GMT
-  Document emailed to ghbeaudin@gmail.com for signature
2026-04-09 - 4:09:13 PM GMT
-  Email viewed by ghbeaudin@gmail.com
2026-04-09 - 5:24:47 PM GMT
-  Signer ghbeaudin@gmail.com entered name at signing as G. Beaudin
2026-04-09 - 5:26:06 PM GMT
-  Document e-signed by G. Beaudin (ghbeaudin@gmail.com)
Signature Date: 2026-04-09 - 5:26:08 PM GMT - Time Source: server
-  Agreement completed.
2026-04-09 - 5:26:08 PM GMT