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**SUBJECT:** Adopt a Resolution Approving the Employment Agreement between the City of Brentwood and Thomas Lloyd Smith

**DEPARTMENT:** Human Resources

**STAFF:** Susannah Meyer, Mayor  
Patanisha Pierson, Vice Mayor  
Sukari Beshears, Director of Human Resources/Risk Manager

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### **TITLE/RECOMMENDATION**

A Resolution Approving the Employment Agreement between the City of Brentwood and Thomas Lloyd Smith.

Staff recommends approval of this proposed action to ensure the City of Brentwood has dedicated internal legal services.

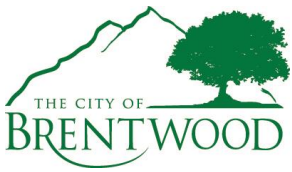
### **FISCAL IMPACT**

The FY 2025/26 cost of the agreement, covering April 29 through June 30, is approximately \$69,000. These costs are the responsibility of the General Fund. There is sufficient budget in the City Attorney's Office to fund these proposed costs.

The estimated annual ongoing cost of the employment agreement would be approximately \$396,000. Due to timing constraints this cost will not be fully reflected in the draft 2026/27 – 2027/28 Operating Budget workshop materials to be presented at the May workshop; however, the full cost would be included in the final budget adoption materials which will be presented for City Council consideration in June.

### **BACKGROUND**

The City Council selected Peckham and McKenney, an executive recruiting firm, to conduct a recruitment to fill the vacancy created by the resignation of previous City Attorney Katherine Wisinski. Ms. Wisinski announced her resignation and her last day of employment was March 7, 2026. The City Council appointed an Interim City Attorney to serve until the recruitment process concludes. Following an extensive search, the Council elected to move forward with Thomas Lloyd Smith to serve as the next City Attorney for the City of Brentwood.



**CITY COUNCIL AGENDA ITEM NO. H.2**  
**04/28/2026**

The City Council directed city staff to negotiate an employment agreement with Thomas Lloyd Smith and a copy of the Agreement is attached for the Council's consideration.

Features of the agreement include:

- Base salary of \$305,000 annually
- Annual performance evaluations
- Paid Time Off and Sick Leave in amounts equivalent to those accrued by Department Directors
- Vacation Leave to accrue at a rate of 248 hours per year (20.66 hours/month)
- Eligibility to participate in the City's 457 deferred compensation plan
- Provisions governing termination with or without cause.

The Resolution and employment agreement have been reviewed and approved by outside legal counsel that specializes in employment law.

**CITY COUNCIL STRATEGIC INITIATIVE**

Not Applicable.

**PREVIOUS ACTION**

Previous Action by the City Council is included on Attachment 1.

**DATE OF NOTICE**

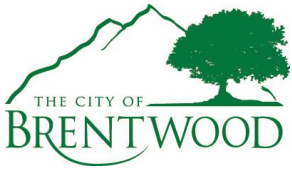
Not Applicable

**ENVIRONMENTAL DETERMINATION**

Not Applicable.

**ALTERNATIVE OPTION(S)**

Staff does not recommend any alternative actions. The City Attorney appointment will ensure that the City of Brentwood has dedicated internal legal services to provide to the City Council and city staff.



**ATTACHMENT(S)**

1. Previous Action
2. Resolution
3. Exhibit A – City Attorney Employment Agreement