



AGENDA NO: 8.a

MEETING DATE: August 12, 2025

## Staff Report

**TO:** Honorable Mayor and City Council

**DATE:** August 4, 2025

**FROM:** Rachael Hendricks, Human Resources/Risk Manager

**SUBJECT:** Adoption of Resolution No. 48-25 Appointing Brian Stack as City Attorney and Approving a City Attorney Employment Agreement Between the City of Morro Bay and Brian Stack

### **RECOMMENDED ACTION**

Adopt Resolution No. 48-25 appointing Brian Stack as the City Attorney of the City of Morro Bay and approve an employment agreement between the City of Morro Bay and Brian Stack.

### **ALTERNATIVES**

There are no recommended alternatives.

### **FISCAL IMPACT**

The salary and benefits for the City Attorney position are included in the adopted FY 2025/26 budget. Mr. Stack will be placed at Step 1 of the established salary range for City Attorney, which is \$222,643 annually.

### **BACKGROUND/SUMMARY**

On April 8, 2025, the City Council directed staff to initiate the process of transitioning from contracted City Attorney services to an in-house model and return with a job description for a full-time, executive-level City Attorney. That direction stemmed from the Council's desire for more consistent, accessible, and integrated legal services embedded within City operations. On April 22, 2025, the City Council approved a resolution to create a new City Attorney job classification and job description and provided direction to staff on the recruitment approach. At Council's direction, Human Resources staff began recruiting for the newly created City Attorney position. After receiving and reviewing applications, the Council identified Brian Stack as the top candidate for appointment following a thorough interview and vetting process that included background and reference checks.

Mr. Stack brings over a decade of municipal and public agency legal experience, with strengths in land use, coastal zone policy, and environmental regulation - areas highly relevant to Morro Bay's policy and regulatory landscape. He earned his bachelor's degree in

Prepared By:   RH  

Dept Review:       

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City Attorney Review:   RWS

political science from Cal Poly San Luis Obispo in 2008 and his Juris Doctor from Loyola Law School in 2011. Mr. Stack began his legal career in Los Angeles in civil litigation before returning to the Central Coast in 2013. He worked at a local firm specializing in public agency representation and, in 2017, joined the Office of County Counsel for San Luis Obispo County, where he advised departments on administrative proceedings and litigation, particularly involving land use permitting and enforcement.

The City Attorney is a full-time, at-will position appointed by and reporting directly to the City Council. As a member of the Executive Team, the City Attorney will provide legal advice and representation to the City Council, City Manager, and all departments; help manage legal risk; draft ordinances; review contracts; and provide legal oversight for the City’s complex policy and legal matters.

Key elements of Brian Stack’s Employment Contract include:

Start Date	August 18, 2025
Salary	\$222,643 annually, or Step 1 of the 5 step City Attorney salary range
Health Insurance Benefits	100% of the premium for the PERS Anthem Gold PPO medical plan for employee-only coverage. Coverage for Employee +1 dependent is paid at 90%, and family coverage at 89%
Dental and Vision Insurance	Full coverage for dental, vision, LTD, and employee assistance program (EAP) for employee and eligible dependents
Life Insurance	\$50,000 life insurance policy
Car Allowance	\$500 auto allowance monthly to equal \$6,000 annually
Deferred Compensation	\$3,500 per year
Vacation	160 hours annually, accrued pro rata per pay period
Administrative Leave	80 hours annually
Retirement	CalPERS PEPRA, 2% @ age 62
Severance	Payment of 6 months’ salary if terminated without cause, contingent upon execution of a general release

**CONCLUSION**

Staff recommends that the City Council adopt Resolution No. 48-25 appointing Brian Stack as the City Attorney for the City of Morro Bay, effective August 18, 2025, and approve the attached resolution and Employment Agreement.

**ATTACHMENTS**

1. Resolution No. 48-25
2. Employment Contract
3. Resume for Brian Stack