



CITY OF CONCORD

REPORT TO CITY COUNCIL

FROM: Mayor Byron O. Champlin

DATE: July 8, 2026

SUBJECT: City Manager Sabbatical

RECOMMENDATION:

Approve the City Manager's request for a three-month paid sabbatical, in accordance with the terms of the Employment Agreement, commencing Monday, July 20, 2026, and concluding Sunday, October 18, 2026.

BACKGROUND:

Section 12 (D) - Dues, Subscriptions, and Professional Development of the City Manager's Employment Agreement provides:

After completion of 10 years of continuous service as the City Manager or as Acting City Manager, Mr. Aspell shall be entitled to, one three (3) month paid sabbatical every three (3) years. The sabbatical leave must be approved by the City Council; however, such approval shall not be unreasonably withheld. Mr. Aspell shall not be entitled to a payout of any unused sabbatical leave upon termination of employment or contract expiration.

Mr. Aspell has requested a three-month sabbatical from Monday, July 20, 2026, through Sunday, October 18, 2026. This request is consistent with the provisions of his Employment Agreement.

Accordingly, it is recommended that City Council approve the requested sabbatical.