

**CITY OF BUCKEYE
Regular Council Meeting
COUNCIL ACTION REPORT**

MEETING DATE: 01/20/26	AGENDA ITEM: 4.L. City Attorney Appointment
DATE PREPARED: 01/20/26	DISTRICT NO.:
STAFF LIAISON: Cindy Camarata, HR Director, ccamarata@buckeyeaz.gov, (623) 349-6255	
DEPARTMENT: Human Resources	AGENDA ITEM TYPE: Consent Agenda Items / New Business

ACTION/MOTION: (This language identifies the formal motion to be made by the Council)
Council to take action on the Employment Agreement between the City of Buckeye and Tosca Henry appointing Tosca Henry to the position of City Attorney for the City of Buckeye.

SUMMARY

PROJECT DESCRIPTION:

The City of Buckeye established an internal City Attorney's Office in November 2022. Kenneth Scott McCoy built the department from the ground up. Tosca Henry was hired into the City Attorney's office in March of 2023 as an Assistant City Attorney reporting directly to the City Attorney. Ms. Henry knows the city, knows the culture and is the logical and most appropriate selection to continue the development of this critical department. The City Attorney's office has continued to evolve and grow into a full service legal department. The City Attorney selectively brings in external expertise as situations dictate but the majority of legal work is managed and executed in-house saving city funds without sacrificing quality. With Mr. McCoy's retirement, the City Council is tasked with appointing a new City Attorney. The City Attorney serves as the chief legal advisor to the Mayor, City Council, City Manager, and various City departments and staff. In addition, the City Attorney will review and approve proposed City ordinances, resolutions, contracts, and other legal documents, as well as prepare legal opinions for City Council and other City staff, and oversee litigation involving the City.

Ms. Henry was interviewed by Mayor and Council on January 6, 2026. Based on her experience and expertise, Council selected Ms. Henry to be the City's next City Attorney. Staff then negotiated the Employment Agreement with Ms. Henry that is before Council for consideration this evening.

BENEFITS:

Following a succession strategy by appointing a qualified internal candidate to City Attorney ensures a smooth transition of leadership. The selected internal candidate has both depth and breadth of knowledge of city operations and has built trust and creditability with stakeholders. The Mayor, Council and city management will have immediate and direct access to the City Attorney whose focus will be solely on the business of the city. In-house legal counsel balanced with the use of outside legal services will ensure the delivery of productive, efficient, responsive and cost-effective legal services for the city of Buckeye.

FINANCIAL IMPACT STATEMENT:

This is a budgeted position

BUDGETED:

Yes

Items related to a project or facility location must include an attached vicinity map for Council Review.

ATTACHMENTS:

