

CITY OF BUCKEYE
Regular Council Meeting
COUNCIL ACTION REPORT

MEETING DATE: 08/26/25	AGENDA ITEM: 3.D. CA - Employment Agreement for the position of City Manager
DATE PREPARED: 08/21/25	DISTRICT NO.:
STAFF LIAISON: City Attorney, K. Scott McCoy, smccoy@buckeyeaz.gov, (623) 349-6982.	
DEPARTMENT: Human Resources	AGENDA ITEM TYPE: Public Hearing and Non Consent - New Business Items

ACTION/MOTION: (This language identifies the formal motion to be made by the Council)
 Council to take action on entering into an Employment Agreement for the position of City Manager between Douglas Sandstrom and the City of Buckeye; and authorize the Mayor to execute and deliver said Agreement on behalf of the City of Buckeye.

SUMMARY

PROJECT DESCRIPTION:

The City of Buckeye operates under a Council-Manager form of government. The Mayor and Council are elected officials and are responsible for appointing a City Manager to carry out the daily administration of the City and to implement Council policies. A capable, effective City Manager allows the Mayor and Council to focus their efforts on residents' needs and desires, as well as development, growth and long-term planning for the city. It also provides staff with leadership and direction so they can effectively implement the policies approved by Council.

Upon the resignation of the prior City Manager, the City Council hired an executive search firm to help in the recruitment and selection of a new City Manager. The recruitment process included a national and local search for qualified individuals. The recruitment generated dozens of qualified candidates from all across the United States, and from that group of candidates, Mayor and Council interviewed three (3) candidates. The candidates were also interviewed by a stakeholders group from the community, as well as a panel made up of City Department Directors.

At the Special Council meeting held on August 18, 2025, and following the candidate interviews, Council unanimously voted to direct staff to negotiate an Employment Agreement with Douglas Sandstrom to serve as our next City Manager. The Employment Agreement is before Council for consideration this evening.

BENEFITS:

The appointment of a professional, effective City Manager allows Council to set policy, and focus on our residents, and the growth and development of our city, leaving the day-to-day management of city functions, including the oversight of city operating departments, to the City Manager.

FUTURE ACTION:

Execution and delivery of Employment Agreement with Douglas Sandstrom.

FINANCIAL IMPACT STATEMENT:

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

ATTACHMENTS: