



**ABILENE CITY COMMISSION
SPECIAL MEETING AGENDA
ABILENE PUBLIC LIBRARY, 209 NW FOURTH STREET
APRIL 27, 2026 - 2:00 PM**

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- 1. Call to Order the April 27, 2026, City Commission Special Meeting**
- 2. Roll Call: Mayor Rein, Commissioners Taylor, Kollhoff, Lytle and Meysenburg**
- 3. Pledge of Allegiance**
- 4. Approval of the Agenda for the April 27, 2026, City Commission Special Meeting**
- 5. Business**
 - a. Consider approval of a City Manager Employment Agreement with Brian Blad.
 - b. Public reception and meet-and-greet with Mr. Blad, following approval of agreement.
- 6. Adjournment of Regular Meeting**
 - a. Consider a motion to adjourn the April 27, 2026, City Commission Special Meeting

Brandon Rein, Mayor

ATTEST:

Shayla L Mohr, CMC
City Clerk

CITY MANAGER EMPLOYMENT AGREEMENT

This City Manager Employment Agreement is made effective as of April 27, 2026, by and between the CITY OF ABILENE, KANSAS, a Kansas municipal corporation (the “City”), and BRIAN BLAD (the “City Manager”).

Recitals

A. The City is a municipal corporation organized and existing under the laws of the State of Kansas and operates under a commission-manager form of government.

B. The City desires to employ Brian Blad as its City Manager, and Brian Blad desires to accept such employment, subject to the terms and conditions set forth in this Agreement.

C. The governing body of the City has determined that it is in the best interests of the City to set forth the terms and conditions of the City Manager’s employment in a written agreement.

FOR AND IN CONSIDERATION of the mutual and reciprocal promises and agreements set forth herein, the parties agree as follows:

Section 1: Term

This Agreement commences June 8, 2026 (“Effective Date”) and will remain in effect, subject to amendment in writing by the mutual consent of the parties, until terminated by the City or the City Manager pursuant to its terms; provided, however, that commencement of the City Manager’s employment under this Agreement is conditioned upon the City Manager’s prior satisfaction of customary employment eligibility requirements set forth in the City’s personnel policies, including successful completion of a physical examination and drug screening test, which shall be coordinated by the Human Resources Director following execution of this Agreement.

Section 2: Duties and Authority

Subject to the terms of this Agreement, the City employs the City Manager to perform the functions and duties of the city manager as specified under applicable law, including Kansas statutes and city ordinances, and to perform other legally permissible and proper duties and functions as the City’s governing body may assign.

Section 3: Compensation

A. Base Salary. The City agrees to pay the City Manager an annual base salary of \$140,000.00, payable in installments when the other management officials of the City are paid. The City Manager’s base salary may be modified upon approval by the governing body under the following subsection 3.B. without formal amendment of this Agreement.

B. Annual Review. Annual reviews of the City Manager’s base salary will be conducted by the governing body in conjunction with the annual performance review addressed in Section 11 below.

Any adjustments to the City Manager's base salary will be made only upon approval by the governing body, and based upon such criteria as the governing body deems appropriate.

Section 4: Vacation and Other Leave

The City Manager shall be entitled to vacation leave, sick leave, personal leave, and other forms of leave in accordance with the City's personnel policies, as may be amended from time to time, except as otherwise expressly provided in this Agreement. Notwithstanding the foregoing:

1. The City Manager shall accrue vacation leave at a rate not less than that provided to other full-time employees and, in no event, less than fifteen (15) working days per full calendar year of employment. For the calendar year in which the Effective Date occurs, such minimum shall be prorated based on the Effective Date, and the City Manager shall accrue the remaining balance of such prorated amount over the remainder of that calendar year.
2. Ten (10) days of vacation leave shall be credited to the City Manager as of the Effective Date and shall be applied toward the prorated vacation entitlement described in subsection 1. The City Manager shall be immediately eligible to use such leave, and any otherwise applicable waiting periods are hereby waived.
3. The City Manager may accumulate vacation leave in accordance with City policy; however, any accrued but unused vacation leave shall be paid out upon separation from employment in accordance with the City's personnel policies and applicable law.
4. The City Manager shall be credited with ten (10) working days of sick leave as of the Effective Date and shall be immediately eligible to use such leave, and any otherwise applicable waiting periods are hereby waived. Such leave shall be applied toward and offset against any sick leave the City Manager would otherwise accrue under the City's personnel policies during the applicable period. Except as expressly provided herein, sick leave shall accrue, be used, and be administered in accordance with the City's personnel policies, as may be amended from time to time.

Section 5: Health Insurance

The City agrees to put into force or continue in force and to make required premium payments for all health insurance benefits as are available for all other employees of the City.

Section 6: Retirement

A. The City has adopted Section 457 deferred compensation plans through ICMA Retirement Corporation (ICMA-RC), KPERS 457, and Fiduciary Trust Company. The City Manager may participate in any or all plans. The City agrees to budget and pay to either plan an amount equal to \$20.00 per pay period, on behalf of the City Manager.

B. The City participates in the Kansas Public Employees Retirement System (KPERS). Benefits, and employer and employee contributions shall be the same as applicable to other City employees.

Section 7: General Business Expense

A. Dues and Subscriptions. The City agrees to pay for professional dues and subscriptions necessary for the City Manager's full participation in national, regional, state, and local associations and organizations which promote the City Manager's professional development.

B. Participation in Professional Development and City-related Functions. The City agrees to pay for travel and subsistence expenses of the City Manager for professional and official travel, meetings, and occasions to adequately continue the professional development of the City Manager and to pursue necessary official functions for the City, including but not limited to the ICMA Annual Conference, the League of Kansas Municipalities (LKM), Kansas Association of City/County Management (KACM) and other national, regional, state, and local governmental groups and committees in which the City Manager serves as a member. Notwithstanding the foregoing, it is agreed that the City Manager shall not attend more than one event involving air travel, per calendar year, without the express permission of the governing body. Any air travel shall be by coach class. In connection with each annual review of the City Manager conducted by the governing body pursuant to Section 11 below, the City Manager shall furnish the governing body with a written report summarizing, for the preceding twelve (12) months, all activity and related expenses involving City Manager's participation in professional development and City-related functions conducted pursuant to this subsection 7.B.

C. Job-related Expenses. The City recognizes that certain job-related expenses will be incurred by the City Manager and agrees to either pay or reimburse the City Manager for those expenses upon submission of duly executed expense or petty cash vouchers, receipts, statements, or personal affidavits to the director of finance in accordance with the City's reimbursement policies.

D. Civic Club Dues. The City acknowledges the value of having the City Manager participate in local civic organizations. The City agrees to pay the reasonable membership fees and/or dues required for the City Manager to participate as an active member of one local civic organization of the City Manager's choice.

E. Vehicle Allowance; Mileage Reimbursement. The City acknowledges that in the performance of the City Manager's duties, the City Manager shall have a need, from time to time, to use a personal vehicle outside of Abilene, Kansas. Accordingly, for use of City Manager's personal vehicle relating to the business of the City outside of Dickinson County, Kansas, the City will reimburse the City Manager at the applicable IRS mileage rate.

Section 8: Termination

For the purpose of this Agreement, termination shall occur:

1. If a majority of the governing body votes to terminate the City Manager at a duly authorized public meeting;
2. If the governing body, citizens or legislature acts to amend any provisions of the City Charter, city ordinances, or Kansas law pertaining to the role, powers, duties, authority, or responsibilities

of the City Manager's position that substantially changes the form of government, the City Manager shall have the right to declare that such amendments constitute termination;

3. If the governing body reduces the base salary, compensation, or any other financial benefit of the City Manager, unless it is applied in no greater percentage than the average reduction of all city department heads, such action will be regarded as a termination;

4. If the City Manager resigns following an agreement to accept the City Manager's resignation, whether formal or informal, as representative of the desire of the majority of the City's governing body that the City Manager resign, then the City Manager may declare a termination as of the date the offer to accept resignation was communicated to the City Manager; or

5. If the City fails to otherwise comply with the terms of this Agreement after 30-days' written notice from the City Manager to the governing body of the City's failure to comply.

Section 9: Severance

If termination of the City Manager occurs as defined in Section 8 above during such time that the City Manager is willing and able to perform the duties under this Agreement, then in that event, the City agrees to:

1. Pay the City Manager a cash payment equal to six (6) months base salary, to be paid in a lump sum unless otherwise agreed by the City and the City Manager; and

2. Pay the City Manager for all accrued vacation leave in accordance with Section 4, to be paid in a lump sum unless otherwise agreed by the City and the City Manager.

If the City Manager is terminated for just cause as defined herein, then the City is not obligated to pay severance under this section, and the City's only obligation to the City Manager shall be to pay all base salary and vacation accrued but unused as of the date of termination.

"Terminated for just cause" means termination based upon the City Manager's: (a) material violation of any applicable law, City ordinance, City personnel policy, or the ICMA Code of Ethics; (b) material breach of any provision of this Agreement; (c) willful or persistent failure or neglect, or failure after written notice and a reasonable opportunity to cure, to perform the duties and responsibilities of the position in a competent and professional manner; or (d) conviction of, or plea of guilty or no contest to, a felony or any crime involving moral turpitude or dishonesty.

Section 10: Resignation

If the City Manager voluntarily resigns from the position of city manager, the City Manager agrees to provide a minimum of 60-days' notice, unless the parties agree otherwise.

Section 11: Evaluations

The governing body will review and evaluate the City Manager's performance annually based upon criteria and a format established by the governing body, in consultation with the City

Manager, and communicated to the City Manager in writing at the outset of the evaluation period. The governing body shall furnish to the City Manager a written summary of the findings of the governing body, and shall afford the City Manager an adequate opportunity to discuss such findings and evaluations with the governing body. In addition to a scheduled annual evaluation, the governing body reserves its right to further evaluate the City Manager's performance at any other time it chooses.

Section 12: Hours of Work

It is recognized that the City Manager must devote a great deal of time outside the normal office hours on business and performing work for the City. For those reasons the City Manager shall be allowed to establish an appropriate work schedule.

Section 13: Outside Activities

The employment provided for by this Agreement shall be the City Manager's sole employment.

Section 14: Residency Within City of Abilene

The City Manager agrees to establish residence within the corporate boundaries of the City of Abilene no later than December 1, 2026, and thereafter to maintain residence within the corporate boundaries of the City of Abilene. Following execution of this Agreement and satisfaction of customary employment eligibility requirements pursuant to Section 1 above, the City shall pay a lump-sum payment of \$7,500.00 to the City Manager to assist with moving and relocation costs.

Section 15: Bonding

The City shall bear the full cost of any fidelity or other bonds required of the City Manager under any law or ordinance.

Section 16: Other Terms and Conditions of Employment

A. Terms and Conditions. The City governing body shall fix any such other terms and conditions of employment, as it may determine from time to time, relating to the performance of the City Manager, provided such terms and conditions are not inconsistent with or in conflict with the provisions of this Agreement or any applicable law. Except as otherwise provided in this Agreement, the City Manager shall be subject to all other terms and conditions of employment as provided in applicable law including city ordinances, city personnel policies, or by practice.

B. Other Benefits. Except as otherwise provided in this Agreement, the City Manager shall be entitled to the highest level of benefits that are enjoyed by all other full-time employees of the City as provided in applicable law including city ordinances, city personnel policies, or by practice.

C. Conflict. To the extent of any conflict between this Agreement and any City personnel policy, ordinance, or practice, this Agreement shall control.

Section 17: General Provisions

A. Integration. This Agreement sets forth and establishes the entire understanding between the City and the City Manager relating to the employment of the City Manager by the City. Any prior discussions or representations by or between the parties are merged into and rendered null and void by this Agreement. The parties, by mutual written agreement, may amend any provision of this Agreement during the term of this Agreement. Such amendments shall be incorporated and made a part of this Agreement.

B. Binding Effect. This Agreement shall be binding on the City and the City Manager as well as the City Manager’s heirs, beneficiaries, and personal representatives.

C. Severability. The invalidity or partial invalidity of any portion of this Agreement will not affect the validity of any other provision. If any provision of this Agreement is held to be invalid, the remaining provisions shall be deemed to be in full force and effect as if they have been executed by both parties subsequent to the expungement or judicial modification of the invalid provision.

EXECUTED by the duly authorized representatives of the parties on the day and year first stated above.

CITY OF ABILENE, KANSAS

CITY MANAGER

By: _____
Brandon Rein, Mayor

Brian Blad

ATTEST:

By: _____
Shayla L. Mohr, CMC, City Clerk