



Report to City Council

TO: Mayor and City Council

FROM: Launa Jimenez, Assistant City Manager
(Administration)

AGENDA DATE: February 17, 2026

TITLE: PROPOSED AMENDMENTS TO CITY
MANAGER/EXECUTIVE DIRECTOR AND MANAGER
OF THE OFFICE OF MAYOR AND CITY COUNCIL/CITY
CLERK EMPLOYMENT AGREEMENTS (REPORT OF:
ASSISTANT CITY MANAGER (ADMINISTRATION)
(DISTRICT: NOT APPLICABLE)

TITLE SUMMARY: Proposed Amendments to City Manager/Executive Director
and Manager of the Office of Mayor and City Council/City
Clerk Employment Agreements

DISTRICT: Not Applicable

Recommendation(s)

That the City Council:

1. Prior to making a motion on this item, direct staff to orally report a summary of the City Council's recommended revisions to the current City Manager/Executive Director and Manager of the Office of Mayor and City Council/City Clerk Employment Agreements; and
2. After the recommended revisions are orally reported by staff, call for a Motion, a Second, and a Vote to approve the recommended revisions.

SUMMARY

On February 3, 2026, in the context of a duly noticed closed session, the City Council instructed its designated Labor Negotiator to present an offer to increase the annual

compensation of Brian Mohan, who serves as City Manager/Executive Director, by 13 percent, which Mr. Mohan accepted. The City Council also instructed its designated Labor Negotiator to present an offer to increase the annual compensation of M. Patricia Rodriguez, who serves as the Manager of the Office of Mayor and City Council/City Clerk, by 24 percent, which Ms. Rodriguez accepted.

DISCUSSION

On February 3, 2026, the City Council met in closed session to engage in labor negotiations regarding the terms and conditions of Mr. Mohan and Ms. Rodriguez's Employment Agreements. Launa Jimenez, Assistant City Manager (Administration) was the City Council's designated Labor Negotiator. During the closed session, the City Council instructed Ms. Jimenez to offer Mr. Mohan a 13 percent increase in his annual compensation as City Manager/Executive Director, commencing December 28, 2025, which Mr. Mohan accepted. The City Council also instructed Ms. Jimenez to offer Ms. Rodriguez a 24 percent increase in her annual compensation as Manager of the Office of Mayor and City Council/City Clerk, commencing November 19, 2025. As such, the City Council recommended that the proposed revisions to Mr. Mohan and Ms. Rodriguez's Employment Agreements (as described above) be placed on a future City Council meeting agenda for consideration and final action.

The Government Code authorizes the City Council to give direction to its designated Labor Negotiator regarding the compensation of unrepresented individuals, including senior management employees (executives), such as the City Manager/Executive Director and the Manager of the Office of Mayor and City Council/City Clerk, but may not negotiate directly with unrepresented individuals in closed session nor take final action on compensation of unrepresented individuals in closed session (unlike final approval of contracts with represented employees, which may occur in closed session). Before taking final action on the salaries, salary schedules, or compensation paid in the form of fringe benefits of a City executive, section 54953(c)(3) of the Government Code requires the City Council to orally report a summary of its recommendations at an open session of a City Council regular meeting in which the final action is to be taken.

In light of the foregoing, the City Attorney recommends that prior to making a motion on the proposed revision to Mr. Mohan and Ms. Rodriguez's Employment Agreements, it be orally announced that the City Council offered a 13 percent increase in Mr. Mohan's annual compensation, which Mr. Mohan accepted during the negotiations and a 24 percent increase in Ms. Rodriguez's annual compensation, which Ms. Rodriguez accepted during the negotiations. After the proposed recommended revisions are orally reported, a motion may be made to approve the revisions, followed by a second and a vote. If a majority votes in favor of the proposed revisions, then the attached Amendments will be executed by Mr. Mohan, Ms. Rodriguez, and the Mayor.

ALTERNATIVES

1. Approve the recommended revisions as presented in this staff report. **Staff recommends this alternative.**

2. Do not approve the recommended revisions as presented in this staff report. **Staff does not recommend this alternative.**

FISCAL IMPACT

If the recommended revisions are approved, it will result in an increase in payments of \$39,650 in the annual compensation of the current City Manager/Executive Director and \$42,000 in the annual compensation of the current Manager of the Office of Mayor and City Council/City Clerk, both of which are paid out of the General Fund. Funding is available in the FY 2025/26 and 2026/27 Operating Budget.

NOTIFICATION

Notification of this agenda item was provided at least 72 hours in advance of this City Council meeting.

PREPARATION OF STAFF REPORT

Prepared By:
Launa Jimenez
Assistant City Manager (Administration)

Department Head Approval:
N/A

Concurred By:
Steven B. Quintanilla
City Attorney/General Counsel

CITY COUNCIL GOALS

CITY COUNCIL STRATEGIC PRIORITIES

1. Economic Development
2. Public Safety
3. Library
4. Infrastructure
5. Beautification, Community Engagement, and Quality of Life
6. Youth Programs

Report Approval Details

Document Title:	STAFFREPORT_CM_AMENDEDEMPLOYMENTAGREEMENTS.docx
Attachments:	- Mohan-Employment Agreement 1st Amendment.docx - Rodriguez - Employment Agreement 2nd Amendment.docx
Final Approval Date:	Feb 10, 2026

This report and all of its attachments were approved and signed as outlined below:

Natalia Medina

Felicia London, MPA

No Signature - Task assigned to Brian Mohan was completed by workflow administrator Patty Rodriguez

Brian Mohan

Patty Rodriguez