



Agenda Report

December 15, 2025

TO: City Council

FROM: Mayor Victor M. Gordo

**SUBJECT: APPROVE A FIRST AMENDMENT TO EMPLOYMENT AGREEMENT
FOR CITY ATTORNEY/CITY PROSECUTOR**

RECOMMENDATION:

It is recommended that the City Council:

1. Find that the proposed action in the agenda report is not a "project" subject to the California Public Resources Code ("PRC") Section 21065 and within the meaning of California Environmental Quality Act ("CEQA") Guidelines Section 15378(b); and
2. Approve a first amendment to the employment agreement for City Attorney/City Prosecutor Michele Beal Bagneris to provide an increase to salary and the classification's salary control rate and change the Management Time Off bank to a soft cap. It is further recommended that the Mayor be authorized to sign the first amendment to the employment agreement to reflect City Council-approved changes.

BACKGROUND:

On November 18, 2024, the City entered into a new employment agreement (Contract No. 24,167) with Michele Beal Bagneris as City Attorney/City Prosecutor. As a result of the City Attorney/City Prosecutor's recently completed performance evaluation covering 2024-2025, the Council recommends approving the attached first contract amendment (Contract No. 24,167-1) for Michele Beal Bagneris with the following modifications:

1. Compensation/Salary – Effective July 14, 2025, the City Attorney/City Prosecutor will be paid a base annual salary of \$379,854 representing a 3% general wage increase, and the salary control rate for the City Attorney/City Prosecutor classification shall also be \$379,854. This aligns with the effective date and salary increase other non-represented employees received as part of the non-represented Salary Resolutions.

2. Bonus Pay – The City Attorney/City Prosecutor will receive a one-time, lump sum payment of approximately \$37,985 (10% of salary) in recognition of her superior performance and accomplishments during this evaluation period.
3. Management Time Off (MTO) Hours – The City Attorney/City Prosecutor will receive a one-time allotment of 40 hours in addition to her regular MTO allotment.
4. Management Time Off (MTO) Bank Cap – Excess hours exceeding the cap shall be cashed out.

COUNCIL POLICY CONSIDERATION:

Approval of the amendment to the employment agreement supports the City Council's strategic goals of maintaining fiscal responsibility and stability by periodically reviewing and updating the salaries of City employees.

ENVIRONMENTAL ANALYSIS:

The proposed action is not a "project" subject to the California Public Resources Code ("PRC") Section 21065 and within the meaning of California Environmental Quality Act ("CEQA") Guidelines Section 15378(b). The proposed action constitutes a continuing administrative or organizational activity that will not result in a direct or reasonably foreseeable indirect physical change in the environment.

FISCAL IMPACT:

The approval of the amendment to the employment agreement for the City Attorney/City Prosecutor is estimated to have an overall FY 2026 fiscal impact of \$58,000 which includes a one-time cost of \$45,290. This position is budgeted to the General Fund (101), and the City Attorney Department's FY 2026 Operating Budget includes appropriations for anticipated wage increases. However, staff will monitor personnel expenses and request additional appropriations during the fiscal year if necessary.

Respectfully Submitted,



VICTOR M. GORDO
Mayor

Prepared by:



Tiffany Jacobs-Quinn
Human Resources Director

Attachment:

Attachment A – First Amendment to City Attorney/City Prosecutor Employment Agreement