



## STAFF REPORT

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**MEETING DATE:** November 12, 2025

**PRESENTER:** Hilda Cantú Montoy, City Attorney

**SUBJECT:** Fourth Amendment to Employment Agreement with City Manager (HCM)

**RECOMMENDATION:** Council is asked to consider and determine whether to adopt a resolution approving a fourth amendment to Employment Agreement with City Manager.

**EXECUTIVE SUMMARY:**

The City and City Manager John Jansons entered into an Employment Agreement ("Agreement") effective December 1, 2019, and amended on October 1, 2021, August 9, 2023, and November 14, 2024. Subsequent to the recent completion of the City Manager's performance evaluation, the City Council, through an Ad Hoc Committee comprised of the Mayor and Council Member Yep, conducted contract negotiations with the City Manager. The parties wish to amend the Employment Agreement as set forth in the Fourth Amendment to the Employment Agreement attached to the proposed resolution regarding this matter, which includes extending the term of the contract by two years and increasing the salary by 5%.

**DISCUSSION:**

The Brown Act Requires that, prior to taking final action, the legislative body shall orally report a summary of a recommendation for a final action on the salaries, salary schedules, or compensation paid in the form of fringe benefits of a local agency executive during the open meeting in which the final action is to be taken. See Government Code § 54953 (c)(3). A summary of the amended Agreement is described in this staff report per the text that is required to be read aloud by the Mayor at the Council Meeting.

**Announcement by Mayor –**

As required by the Brown Act (Government Code § 54953 (c) (3)), prior to taking action on this item, the Council must publicly announce a summary of the action being considered. If adopted, the proposed resolution will approve the Fourth Amendment to Employment Agreement with City Manager John Jansons as follows:

- The current term of the Employment Agreement ends on November 30, 2029. This amendment extends it for an additional two years to November 30, 2031.

- Effective July 1, 2025, as per the last performance evaluation, the City Manager will be paid an annual base salary of \$201,014.00 (\$16,751.00 monthly) per year paid in accordance with the City's payroll procedures.

**ATTACHMENTS:**

- A. Resolution w/Exhibit

Attachment 'A'

**RESOLUTION NO. 25-\_\_**

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF KERMAN APPROVING A  
FOURTH AMENDMENT TO EMPLOYMENT AGREEMENT WITH CITY MANAGER**

WHEREAS, on December 1, 2019, the City and City Manager entered into an At-Will Employment Agreement; and

WHEREAS, the Agreement has been modified three times; and

WHEREAS, the City Council and City Manager desire to amend the Agreement to extend the term of the Agreement and to add a base salary increase.

NOW, THEREFORE, the City Council of the City of Kerman hereby resolves as follows:

1. The above recitals are true and correct.
2. The City Council approves the Fourth Amendment to Employment Agreement with City Manager John Jansons, attached hereto as **Exhibit 'A'** and incorporated by reference.
3. This resolution is effective immediately upon adoption.

The foregoing resolution was adopted by the City Council of the City of Kerman at a regularly scheduled meeting held on the 12th day of November 2025, by the following vote.

AYES:

NOES:

ABSTAIN:

ABSENT:

The foregoing resolution is hereby approved.

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Maria Pacheco  
Mayor

ATTEST:

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Josie Camacho  
City Clerk

Exhibit 'A'

**FOURTH AMENDMENT TO CITY OF KERMAN  
AGREEMENT FOR EMPLOYMENT OF CITY MANAGER**

This Fourth Amendment to Employment Agreement ("Fourth Amendment") is made and entered on November 12, 2025, by and between the City of Kerman ("City") and John Jansons ("Employee").

**RECITALS**

WHEREAS, City and Employee entered an Employment Agreement ("Agreement") effective December 1, 2019; and

WHEREAS, the Agreement has been modified three times by the parties; and

WHEREAS, City and Employee desire to continue the employment relationship and to make certain modifications to the Agreement; and

WHEREAS, the modifications are embodied in this Fourth Amendment to City of Kerman Agreement for Employment of City Manager.

**AGREEMENT**

NOW THEREFORE, in consideration of the foregoing recitals and the mutual promises and covenants herein contained, the parties agree as follows:

**SECTION 1.** Section 3 of the Employment Agreement is amended to read as follows and to repeal prior text in Section 3:

3. Term of Agreement.

The current Agreement expires on November 30, 2029. The term of the Agreement is extended to November 30, 2031. The term of this Agreement shall be at the will of either party.

**SECTION 2.** Section 4 of the Employment Agreement is amended to read as follows:

4. Salary.

Based on the salary increase received effective July 1, 2024, Employee shall be paid an annual base salary of \$201,014.00 (\$16,752.00 monthly) in accordance with the City's payroll procedures.

**SECTION 3.** Except as amended by this Fourth Amendment to Agreement, all other terms in the Employment Agreement shall continue in full force and effect.

IN WITNESS WHEREOF, the City of Kerman has caused this Fourth Agreement to Employment Agreement to be executed on its behalf by its Mayor and duly attested by its City Clerk, and John Jansons has signed and executed this Agreement on the day and year written below.

**CITY OF KERMAN**

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Maria Pacheco, Mayor

Date: \_\_\_\_\_

**EMPLOYEE**

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John Jansons

Date: \_\_\_\_\_

**ATTEST:**

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Josie Camacho, City Clerk

**APPROVED AS TO FORM:**

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Hilda Cantú Montoy, City Attorney