

RESOLUTION NO. 2025-52

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF NEEDLES,
APPROVING AN EMPLOYMENT AGREEMENT BETWEEN THE CITY OF NEEDLES
AND MARK DEMAY FOR DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES
EFFECTIVE DECEMBER 9, 2025

WHEREAS, the City of Needles has conducted a comprehensive recruitment process to fill the vacant position of Director of Finance and Administrative Services; and

WHEREAS, following statewide outreach and interviews, the City Manager has determined that Mark DeMay possesses the experience, qualifications, and professional competencies necessary to serve as Director of Finance and Administrative Services; and

WHEREAS, the City Council and Mr. DeMay have agreed to the terms and conditions of employment as outlined in the Employment Agreement attached hereto; and

WHEREAS, in compliance with **SB 1436**, prior to taking action, the City Manager has orally summarized the key financial terms of the Employment Agreement in open session.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Needles, California, hereby approves the Employment Agreement between the City of Needles and Mark DeMay for the position of Director of Finance and Administrative Services, effective December 9, 2025, and authorizes the Mayor to sign said Agreement on behalf of the City..

PASSED, APPROVED, AND ADOPTED at a regular meeting of the City Council of the City of Needles, California, held on the 9th day of December 2025, by the following roll call vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

Janet Jernigan, Mayor

ATTEST:

Candace Clark, City Clerk

APPROVED AS TO FORM:

Lena Wade, Deputy City Attorney