



City of Needles, California Request for City Council Action

☒ CITY COUNCIL ☐ NPUA

☒ Regular ☐ Special

Meeting Date: September 9, 2025

Title: City Council Resolution 2025-40 of the City Council of the City of Needles Approving the First Amendment to the Utility Manager Employment Agreement with Rainie Torrance

Background: On September 12, 2023, the City Council approved an Employment Agreement with Utility Manager Rainie Torrance, which provided for annual performance evaluations and corresponding compensation adjustments.

In consideration of the timing of labor negotiations with the City's represented employees, the City Manager deferred the Utility Manager's one-year evaluation and salary adjustment. This approach ensured that compensation decisions for executive management remained consistent and equitable while collective bargaining was underway.

With negotiations now concluded, and the Teamsters receiving a 3% salary adjustment effective this fiscal year, the City Manager recommends applying the same 3% adjustment to the Utility Manager's salary for 2025 to maintain alignment with represented staff. Additionally, to address the deferred 2024 evaluation, a one-time retention payment of 3% is proposed, mirroring the adjustment provided to employees last year and recognizing the Utility Manager's continued service during the review deferral period.

The proposed First Amendment to the Employment Agreement reflects these changes and leaves all other provisions of the September 12, 2023 agreement unchanged.

Fiscal Impact: The contract remains within the FY 2026 budget. The amendment provides a 6% ongoing salary increase, raising the Utility Manager's base salary to \$196,100, and a one-time \$5,550 (3%) retention bonus to address the deferred 2024 evaluation.

Recommendation: Adopt Resolution 2025-40 Approving a First Amendment to the Employment Agreement with Rainie Torrance for Utility Manager effective September 10, 2025, setting a salary of \$196,100 in compliance with SB 1436 and incorporate into the salary schedule FY 2025-2026.

Submitted By: Patrick Martinez, City Manager

City Manager Approval: Patrick J. Martinez Date: 9/4/2025

Other Department Approval (when required): _____ Date: _____