

RESOLUTION NO. 2025-40
A RESOLUTION OF THE CITY COUNCIL OF THE
CITY OF NEEDLES APPROVING THE FIRST AMENDMENT TO
THE UTILITY MANAGER EMPLOYMENT AGREEMENT WITH RAINIE TORRANCE

WHEREAS, at the City Council meeting on September 12, 2023, the Council approved the Employment Agreement ("Agreement"), attached hereto as Exhibit "A," between the City of Needles ("City") and Rainie Torrance, setting forth the terms and conditions of her employment as Utility Manager; and

WHEREAS, the City Manager and Council have reviewed the Agreement and renegotiated certain provisions, now set forth in a First Amendment to the Utility Manager Employment Agreement ("Amendment"), attached hereto as Exhibit "B"; and

WHEREAS, the Amendment provides for a six percent (6%) adjustment to the Utility Manager's annual base salary, effective September 9, 2025, resulting in a new annual salary of \$196,100, and further provides for a one-time retention bonus of \$5,550 (3%) in recognition of service during the deferred 2024 evaluation period; and

WHEREAS, all other provisions of the original September 12, 2023 Agreement remain unchanged and in full effect.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Needles, California, hereby approves the First Amendment to the Employment Agreement between the City of Needles and Rainie Torrance and authorizes the City Manager to sign same for and on behalf of the City of Needles.

PASSED, APPROVED AND ADOPTED at a regular meeting of the City Council of the City of Needles, California, held on the 9th day of September 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

Exhibit "A"

Employment Agreement Between the City of Needles and Rainie Torrance
(September 12, 2023)

Exhibit "B"

First Amendment to Employment Agreement Between the City of Needles and Rainie Torrance
(September 9, 2025)