

RESOLUTION NO. 2025-42
A RESOLUTION OF THE CITY COUNCIL OF THE
CITY OF NEEDLES APPROVING THE FIRST AMENDMENT TO
THE DIRECTOR OF DEVELOPMENT SERVICES/CAPITAL PROJECTS EMPLOYMENT
AGREEMENT WITH KATHY RAASCH

WHEREAS, at the City Council meeting on August 13, 2024, the Council approved the Employment Agreement ("Agreement"), attached hereto as Exhibit "A," between the City of Needles ("City") and Kathy Raasch, setting forth the terms and conditions of her employment as Director of Development Services/Capital Projects; and

WHEREAS, the City Manager and Council have reviewed the Agreement and renegotiated certain provisions, now set forth in a First Amendment to the Director of Development Services/Capital Projects Employment Agreement ("Amendment"), attached hereto as Exhibit "B"; and

WHEREAS, the Amendment provides for a Five percent (5%) adjustment to the Director of Development Services/Capital Projects annual base salary, effective October 14, 2025, resulting in a new annual salary of \$159,300, and further provides for a one-time retention bonus of \$3,034 (2%) in recognition of her service; and

WHEREAS, all other provisions of the original August 13, 2024, 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 Kathy Raasch 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 14th day of October 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 Kathy Raasch
(August 13, 2024)

Exhibit "B"

First Amendment to Employment Agreement Between the City of Needles and Kathy Raasch
(October 14, 2025)