



City of Needles, California Request for City Council Action

☒ CITY COUNCIL ☐ NPUA

☒ Regular ☐ Special

Meeting Date: October 14, 2025

Title: City Council Resolution 2025-42 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

Background: On August 13, 2024, the City Council approved an Employment Agreement with Director of Development Services/Capital Projects Kathy Raasch, which provided for annual performance evaluations and corresponding compensation adjustments.

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 Director of Development Services/Capital Project's salary for 2025 to maintain alignment with represented staff. Additionally, to address the deferred compensation increase, a one-time retention payment of 2% is proposed, mirroring the adjustment provided to employees last year and recognizing the Director of Development Services/Capital Project'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 August 13, 2024 agreement unchanged.

Fiscal Impact: The amendment provides a 5% ongoing salary increase, raising the Director of Development Services/Capital Project's base salary to \$159,300, and a one-time \$3,034 (2%) retention bonus to address the deferred compensation increase.

Recommendation: Adopt Resolution 2025-42 Approving a First Amendment to the Employment Agreement with Kathy Raasch for Director of Development Services/Capital Projects effective October 14, 2025, setting a salary of \$159,300 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: 10/9/2025

Other Department Approval (when required): Jill Taura Date: 10/10/2025