



City of Needles, California Request for City Council Action

CITY COUNCIL NPUA

Regular Special

Meeting Date: November 12, 2025

Title: City Council Resolution 2025-46 of the City Council of the City of Needles Approving the Second Amendment to the City Manager Employment Agreement with Patrick Martinez

Background: On April 25, 2023, the City Council of the City of Needles adopted Resolution No. 2023-28 approving an Employment Agreement (“Agreement”) between the City of Needles (“City”) and Patrick Martinez wherein Mr. Martinez was hired as the City Manager. The Agreement was for a three (3) year term, commencing on October 2, 2023, and continuing through October 1, 2026. The Agreement is attached hereto as Exhibit “A”.

On November 12, 2024, the City Council of the City of Needles adopted Resolution No. 2024-44 approving a First Amendment to the City Manager Agreement attached hereto as Exhibit “B”.

Mayor Jernigan, Vice Mayor Campbell and Council Member Longbrake, as representatives of the City, and Mr. Martinez renegotiated certain terms of the Agreement set forth in Resolution 2025-46 approving a Second Amendment to the City Manager Agreement (“Second Amendment”) attached hereto as Exhibit “C”.

Second Amendment to the City Manager Agreement:

The proposed Second Amendment to the Agreement adjusts the amount of salary increases, and bases said salary increases on performance and substantial accomplishment of mutually agreed upon goals. The amended terms are:

II. City Manager’s salary shall be Two Hundred and Twenty-Three Thousand Five Hundred Ten Dollars (\$223,510.00) per year commencing on the Effective Date, which sum shall be paid pursuant to the procedures regularly established, and as they may be amended by the City in its sole discretion. On each Anniversary of the Agreement, the salary may be adjusted in an amount to be determined in the discretion of the City Council.

The position of City Manager is an exempt position under state and federal wage and hour laws. Employee’s compensation (whether salary, benefits or other allowances) is not based on hours worked and Employee shall not be entitled to any compensation for overtime. Employee is expected to engage in those hours of work that are necessary to fulfill the obligations of the City Manager position. The City manager does not have set hours of work as the City Manager is expected to dedicate himself on a full-time basis to serving as the City Manager and to be available at all reasonable and relevant times.

Fiscal Impact: The contract is within the existing budget appropriation for FY 25-26.

Recommended Action: It is the recommendation of a majority of the negotiations team that the Second Amendment to the City Manager Agreement be approved.

Submitted By: Mayor Jernigan, Vice Mayor Campbell and Council Member Longbrake

Deputy City Attorney Approval: /s/ Lena D. Wade Date: 11/12/2025

Other Department Approval (when required): Jill Taura, Interim Finance Director Date: 11/05/25