



City Council Staff Report

Subject: City Attorney Employment Agreement - Second Amendment

Date: August 12, 2025

Submitted By: Jill Gayaldo, Mayor

Department: City Council

Recommendation:

Adopt a Resolution of the City Council of the City of Rocklin Approving the Second Amendment to the Employment Agreement with the City Attorney and Authorizing the Mayor to Execute the Amendment.

Background:

On January 9, 2024, the City Council approved a City Attorney Employment Agreement with Matthew McOmber (Employee), effective February 5, 2024. The City and Employee subsequently amended the Agreement on October 22, 2024, to obtain technological tools (e.g., laptop computer) and make other clarifying revisions.

Following a performance evaluation of the City Attorney in April and May of this year (2025), the City Council provided direction to move forward with a four (4) percent increase to the City Attorney salary and make other changes to the City Attorney's Employment Agreement.

Mayor to Read Prior to Taking Final Action: Pursuant to Government Code section 54953(c)(3), the Key Terms of the Second Amendment to the Agreement are as follows:

- Extension of the Agreement's term by one year through February 5, 2028;
- The annual base salary January 11, 2025 through July 12, 2025, will be \$239,850, which reflects a four percent (4%) retroactive increase from the base salary of \$230,625;
- Employee will continue to receive cost of living adjustments as provided to Management employees, including the two percent (2%) COLA effective as of July 12, 2025;
- The City will pay the Employee's family medical insurance premiums for the Kaiser plan and provide Employee cafeteria flex credit of \$375 per month; and
- The Second Amendment will be effective as of January 1, 2025, with corresponding retroactive pay for salary for the first full pay period in January 2025 (starting January 11, 2025) and medical insurance premium reimbursement for Employee's contributions covering January 1, 2025 through the date of City Council approval of the second contract amendment.

All other terms and conditions in the Employment Agreement and the first amendment to that

Agreement would remain in effect as previously approved by the City Council. Further, the Mayor will be authorized to sign the accompanying Resolution and Second Amendment to the Agreement and the Management Salary Schedule would be updated to reflect the City Attorney's base annual salary of \$244,647, which includes the above-referenced 2% COLA effective as of July 12, 2025. The second amendment has been reviewed and approved as to form and legal sufficiency by outside counsel.

Fiscal Impact:

The total estimated fiscal impact of the second amendment to this agreement is \$46,317 over two adopted budget fiscal years (Fiscal Years 2025/26 and 2026/27). The cost will be absorbed within the City Attorney's Office Operating Budget.

ATTACHMENTS:

1. [Resolution](#)
2. [Resolution Exhibit A - Second Amendment](#)
3. [Resolution Exhibit B - Management Salary Schedule](#)
4. [City Attorney Employment Agreement with First Amendment](#)