



City Council Staff Report

Subject: City Manager Employment Agreement - First Amendment

Date: June 23, 2026

Submitted By: David Bass, Mayor

Department: City Council

Recommendation:

Adopt a Resolution of the City Council of the City of Rocklin Approving the First Amendment to the City Manager Employment Agreement and Authorizing the Mayor to Execute the Amendment.

Background:

The incumbent City Manager Alexandra Zimmermann has been continuously employed with the City of Rocklin since 2020 following the October 13, 2020 City Council approval of her original City Manager Employment Agreement (Resolution No. 2020-200). Following satisfactory performance evaluations, the agreement was amended on September 13, 2022 (Resolution No. 2022-186) and October 10, 2023 (Resolution No. 2023-166).

Following a satisfactory performance evaluation in November 2024, the City Council and City Manager agreed to terms for a new Employment Agreement, which was approved on October 28, 2025 (Resolution No. 2025-235). Following a satisfactory performance evaluation in March 2026 and review of compensation comparable information of market agencies, the City Council and City Manager have negotiated a first amendment to the employment agreement consisting of an equity adjustment to base salary, an increase to the cell/car allowance, and an extension of severance benefits.

Mayor to Read Prior to Taking Final Action: Pursuant to Government Code section 54953(d)(3), the Key Terms of the first amendment to the employment agreement are:

- Effective the first full pay period in January 2026, the City Manager's annual salary shall be increased by 5.0% to \$287,705.
- Effective the first full pay period in January 2026, the City Manager's cell/car allowance shall be increased by \$250 per month to \$750 per month.
- If the City Manager is terminated without cause, severance will be extended by three months for a total of nine months.

All other terms and conditions in the Employment Agreement, including cost of living adjustments as provided to Management employees, remain in effect.

If the First Amendment to the agreement is approved, the Mayor will be authorized to sign the accompanying Resolution and First Amendment. The salary schedule is separately agendaized on this agenda and City Council action regarding adoption of an updated salary schedule would reflect the outcome from the decisions concerning the above salary provisions.

Fiscal Impact:

The budget impact is estimated to be \$13,000 for Fiscal Year 2025/26 and \$29,000 for Fiscal Year 2026/27, which will be absorbed in the City Manager's Department budget.

ATTACHMENTS:

1. [Resolution](#)
2. [Resolution Exhibit A - First Amendment](#)
3. [Resolution No. 2025-235 - City Manager Employment Agreement](#)