ROCKLIN
CALIFORNIA

City Council Staff Report

Subject: City Manager Employment Agreement

Date: October 28, 2025

Submitted By: Jill Gayaldo, Mayor

Department: City Council

Recommendation:
Adopt a Resolution of the City Council of the City of Rocklin Approving a City Manager Employment Agreement with Alexandra Zimmermann and Authorizing the Mayor to Execute the Agreement.

Background:

On October 13, 2020, the City Council approved a City Manager Employment Agreement with Alexandra Zimmermann (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).

A performance evaluation of the City Manager took place on November 19, 2024, after which the City Council appointed a subcommittee to negotiate a new Employment Agreement with the City Manager. The subcommittee and the City Manager have completed successful negotiations and the Employment Agreement is presented for City Council approval.

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

- The agreement commences on October 28, 2025 and expires December 31, 2030;
- The annual base salary is $274,005; The City Manager will be eligible for salary increases of three and one-half percent (3.5%) on January 1 of the years 2027, 2028, 2029, and 2030.
- Employee shall automatically receive any cost-of-living adjustments (COLA) or other adjustments that may be provided to City's management salary ranges.
- The City Manager shall receive the benefits provided to non-public safety City department heads, as set forth in the City's Rules, Regulations, Benefits and Policies for Management Employees as modified by Council from time to time, unless otherwise provided in the Employment Agreement;
- The PERS retirement benefit shall be according to the 2% at 55 formula for classic CalPERS members. The City Manager shall pay the Employee's contribution, and

contribute 2% to the Employers' contribution;

- In Calendar Year 2025 the City shall contribute an amount of $13,000 to Employee's deferred compensation plan. Commencing in Year 2026, the City shall contribute an annual amount of $20,000 to Employee's deferred compensation plan.
- The City Manager shall receive a City-paid basic life insurance plan in the amount of $200,000 and a policy for AD&D for up to $200,000;
- The City Manager will receive an automobile and cell phone allowance in the amount of $6,000 annually;
- If the City terminates the Employment Agreement early, without cause, the Agreement provides for a severance payment equivalent to six months base salary.

Fiscal Impact:
The additional fiscal impact of the agreement $21,000 over the two adopted budget fiscal years (Fiscal Years 2025/26 and 2026/27). The cost will be absorbed within the City Manager's Department Operating Budget.

ATTACHMENTS:
1. Resolution
2. Resolution Exhibit A - Agreement