



REPORT TO CITY COUNCIL

To: Honorable Mayor and Members of the City Council

From: Jason Simpson, City Manager

Prepared by: Barbara Leibold, City Attorney

Date: March 11, 2025

Subject: Second Amendment to City Manager Employment Agreement

Recommendation

Adopt A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LAKE ELSINORE, CALIFORNIA, APPROVING THE SECOND AMENDMENT TO CITY MANAGER EMPLOYMENT AGREEMENT

Background

Chapter 2.04 of the Lake Elsinore Municipal Code provides that the City Manager shall be appointed by the City Council and shall hold office at the pleasure of the City Council. By Employment Agreement dated February 9, 2021, the City Council engaged Jason Simpson to serve as City Manager of the City of Lake Elsinore. A First Amendment to the City Manager Employment Agreement was approved November 8, 2022.

Discussion

Pursuant to Section 7 of the City Manager's Employment Agreement, the City Council conducted performance evaluations on November 9, 2021, May 10, 2022, March 17, 2023, February 27, 2024 and February 25, 2025. Without exception, the City Council found the City Manager's performance met or exceeded expectations and salary adjustments were implemented accordingly. In addition to salary adjustments made in conjunction with the annual performance evaluations, the City Council and City Manager can agree to changes to the Employment Agreement by written amendment at any time.

On February 25, 2025, the City Council met in Closed Session and directed the City Attorney to prepare a Second Amendment to the City Manager's Employment Agreement adjusting certain benefits in recognition of the City Manager's performance.

Fiscal Impact

The Second Amendment represents a \$25,382 increase in annualized benefits in accordance with the Employment Agreement.

Attachments

- Attachment 1 – Resolution
- Attachment 2 – 2nd Amendment
- Attachment 3 – 1st Amendment
- Attachment 4 – Original Agreement

Office