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CITY OF SAN MATEO
RESOLUTION NO. 18 (2026)

ADJUSTING COMPENSATION FOR THE CITY MANAGER AND APPROVING AMENDMENT NO. 1 TO THE CITY MANAGER EMPLOYMENT AGREEMENT

WHEREAS, on October 28, 2025, during a City Council Special Meeting, the City Council conducted the performance evaluation of the City Manager; and

WHEREAS, on February 23, 2026, the City Council considered the compensation of the City Manager; and

WHEREAS, the performance of the City Manager meets or exceeds all expectations; and

WHEREAS, San Mateo City Charter section 4.02 provides that salaries shall be fixed by resolution.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF SAN MATEO, CALIFORNIA, HEREBY RESOLVES that:

1. The proposed employment agreement amendment and compensation adjustment is not a project subject to CEQA, because it is an organizational or administrative activity that will not result in direct or indirect physical changes in the environment. (CEQA Guidelines Section 15378(b)(5).)

2. The annual salary for the City Manager is established to be $380,120.00, which reflects a six percent (6%) increase, effective upon the beginning of the next pay period following the adoption of this Resolution.

RESOLUTION NO. 18 (2026) adopted by the City Council of the City of San Mateo, California, at a regular meeting held on February 23, 2026, by the following vote of the City Council:

AYES: Council Members Loraine, Fernandez, Cwirko-Godycki, Diaz Nash, and Newsom
NOES: None
ABSENT: None

ATTEST:



Martin McTaggart, City Clerk

Adam Loraine, Mayor