

South Bay Cities Council of Governments

June 8, 2026

TO: SBCCOG Steering Committee

FROM: Bernadette Suarez, SBCCOG Chair

SUBJECT: Executive Director Salary Adjustment for FY2026-2027

BACKGROUND:

The SBCCOG entered into an employment agreement (Agreement) effective September 1, 2023, with Jacki Bacharach to engage her services as SBCCOG Executive Director. Pursuant to the terms of the Agreement, the Board of Directors must approve any changes to her salary and/or benefits as a non-consent agenda item at a public meeting. The Executive Director's salary was previously adjusted by the Board of Directors in August 2024 (effective September 2024) and February 2026 (retroactive to July 2025). As part of their discussion in February, the Board expressed their desire to consider future salary adjustments as part of the Executive Director's performance evaluation each year.

The relevant section is 3.2 of the Agreement and states as follows:

3.2 Salary Adjustments

Executive Director shall not be entitled automatically to receive cost of living adjustments afforded to SBCCOG's other employees but the Board may in its discretion take the cost of living index into consideration when adjusting Executive Director's compensation. At the time of her annual performance evaluation, or at any other time desired by the Board, SBCCOG agrees to evaluate Executive Director's salary and/or the benefits Executive Director receives under this Agreement and to make modifications in such amounts and to such an extent as the Board in its discretion may determine that it is desirable to do so based on Executive Director's performance and such other information as Executive Director may submit as she deems relevant to this determination. Any changes in salary and/or benefits must be approved by the Board as a non-consent agenda item at a public meeting.

The Executive Director's performance evaluation was conducted in a closed session following the April 2026 Steering Committee meeting.

ANALYSIS

Considering the results of the performance evaluation and the increased responsibilities due to administering the South Bay Regional Housing Trust and pursuant to Section 3.2, the Board Chair is recommending a 3% increase to the Executive Director's monthly salary from \$17,239.67 to \$17,756.86 effective July 1, 2026. The annual salary will be \$213,082.32. This increase has been accounted for in the proposed FY2026-2027 SBCCOG Budget. The proposed modification to the Agreement has been memorialized in the 3rd Amendment to the Agreement included as Exhibit 1.

RECOMMENDATION:

That salary adjustment for the Executive Director be agendaized for discussion and approval in June 2026.

THIRD AMENDMENT TO SBCCOG EXECUTIVE DIRECTOR EMPLOYMENT AGREEMENT

This 3rd Amendment to the SBCCOG Executive Director Employment Agreement (Agreement) is made as of June 25, 2026 by and between the South Bay Cities Council of Governments, a California joint powers authority (“SBCCOG”) and Jacki Bacharach (“Employee”).

RECITALS

- A. SBCCOG and Employee entered into an Agreement as of September 1, 2023, wherein SBCCOG engaged the services of the Employee as Executive Director of the SBCCOG.
- B. Pursuant to Section 3.2 of the Agreement, the Board of Directors desires to increase Employee’s salary by 3% to \$17,756.86 per month effective July 1, 2026.

NOW, THEREFORE, in consideration of the foregoing, the parties agree to amend the Agreement as follows: Section 3.1 of the Agreement is amended to reflect a 3% increase in salary to \$17,756.86 per month effective July 1, 2026.

Except as modified above, all other provisions of the Agreement remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Agreement to be effective as of the date first written above.

“SBCCOG”

South Bay Cities Council of Governments

By: _____
Bernadette Suarez (Signature)
SBCCOG Board Chair

Date: _____

“Employee”

Jacki Bacharach

By: _____
Jacki Bacharach (Signature)

Date: _____