

# South Bay Cities Council of Governments

February 9, 2026

TO: SBCCOG Steering Committee

FROM: SBCCOG Board Officers

SUBJECT: Executive Director Salary Adjustment for FY2025-2026

## 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 last salary adjustment was approved by the Board of Directors in August 2024 and became effective September 2024. Beginning with the FY25-26 budget and for consistency with the fiscal year, and the employment contract which runs July to June, salary adjustments for the Executive were budgeted and planned to be effective July 1 in fiscal year in which they are approved.

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.

## ANALYSIS

Pursuant to Section 3.2, the Board Officers are recommending a 3% increase to her monthly salary from \$16,737.50 to \$17,239.67 effective retroactively to July 1, 2025. The annual salary will be \$206,876. This increase has been accounted for in the adopted FY2025-2026 SBCCOG Budget. The proposed modification to the Agreement has been memorialized in the 2<sup>nd</sup> Amendment to the Agreement included as Exhibit 1.

## RECOMMENDATION:

Recommend that the Board of Directors approve the 2<sup>nd</sup> Amendment to the Executive Director Employment Agreement to provide a 3% salary increase to Jacki Bacharach.

**SECOND AMENDMENT TO SBCCOG EXECUTIVE DIRECTOR EMPLOYMENT AGREEMENT**

This 2<sup>nd</sup> Amendment to the SBCCOG Executive Director Employment Agreement (Agreement) is made as of February 26, 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 \$17,239.67 per month effective July 1, 2025.

**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 \$17,239.67 per month effective July 1, 2025.

It is the intent to have any future increases effective to be consistent with the fiscal year.

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: \_\_\_\_\_