City of Piedmont
COUNCIL AGENDA REPORT

---

DATE: December 15, 2025

TO: Mayor and Council

FROM: Michelle Marchetta Kenyon, City Attorney
Deepa Sharma, Assistant City Attorney

SUBJECT: Consideration of Approval of a First Amendment to Employment Agreement Between the City of Piedmont and Rosanna Bayon Moore

---

## RECOMMENDATION

By motion, approve a First Amendment to Employment Agreement Between the City of Piedmont and Rosanna Bayon Moore

## BACKGROUND AND DISCUSSION

The City Administrator does not receive annual merit increases. While the City Administrator receives cost of living adjustments, compensation review for performance and other factors occurs at the discretion of the City Council and subject to performance reviews. It has been well over two and a half years since the City Administrator's compensation has been reviewed.

The City and Rosanna Bayon Moore entered into an Employment Agreement on February 21 2023, providing for the terms and conditions of employment of Ms. Bayon Moore as the City Administrator (the "Employment Agreement"). Per the terms of the Employment Agreement, the City Council recently conducted an evaluation of the City Administrator performance in September and concluded a review of the City Administrator's compensation. Following the annual evaluation and subsequent compensation discussions, the Council desires to modify the City Administrator's salary.

In accordance with Government Code section 54953(c), the following is a summary of the proposed amendment to the Employment Agreement which is reflected in the attached First Amendment to City Administrator Employment Agreement Between The City of Piedmont and Rosanna Bayon Moore ("First Amendment"):

- The City Administrator's salary is $313,101, effective July 1, 2025.
- All other benefits and compensation as they apply to the City Administrator, as set forth in the Employment Agreement, remain unchanged.

Attachment:
First Amendment to City Administrator Employment Agreement Between The City of Piedmont and Rosanna Bayon Moore

By: Deepa Sharma, Assistant City Attorney
Michelle Marchetta Kenyon, City Attorney

# FIRST AMENDMENT TO
# CITY ADMINISTRATOR EMPLOYMENT AGREEMENT
# Between
# CITY OF PIEDMONT AND ROSANNA BAYON MOORE

## 1. PARTIES AND EFFECTIVE DATE

The parties to this First Amendment to City Administrator Employment Agreement Between the City of Piedmont and Rosanna Bayon Moore ("First Amendment") are the City of Piedmont ("City") and Rosanna Bayon Moore ("Employee") and the effective date of this First Amendment to City Administrator Employment Agreement shall be November 17, 2025.

## 2. PURPOSE

The parties have previously entered into a City Administrator Employment Agreement between the City of Piedmont and Rosanna Bayon Moore ("Employment Agreement") effective as of February 21, 2023. The City and Employee hereby desire to amend the Employment Agreement as set forth below.

## 3. AMENDMENT

A. Section 4.A(1) of the Employment Agreement is hereby amended to read in its entirety as follows:

A. <u>Compensation & Required Employer Costs</u>

(1) <u>Base Salary</u>

The annual salary for the position of City Administrator shall be Three Hundred and Three Thousand, Two Hundred Forty Six Dollars ($313,101) effective July 1, 2025 including a cost of living adjustment of 3.25% provided to all City officers. The City Administrator shall be paid at the same intervals and in the same manner as regular City employees. The City shall not at any time during the term of this Agreement reduce the base salary, compensation or other financial benefits of the City Administrator, unless as part of a general City management salary reduction, and then in no greater percentage than the average reduction of all City department heads.

## 4. FULL FORCE AND EFFECT

Except as specifically modified herein, all remaining terms and obligations set forth in the Employment Agreement between the City of Piedmont and Employee shall remain in full force and effect.

CITY OF PIEDMONT

By:_____
Betsy Smegal Andersen, Mayor

Dated:_____

EMPLOYEE

By:_____
Rosanna Bayon Moore

Dated:_____

ATTEST:

By:_____
Anna Brown, City Clerk

APPROVED AS TO FORM:

By:_____
Michelle Marchetta Kenyon, City Attorney
Deepa Sharma, Assistant City Attorney