



CITY OF POMONA COUNCIL REPORT

May 18, 2026

To: Honorable Mayor and Members of the City Council

From: René Anderson, Human Resources/Risk Management Director

**SUBJECT: RECEIVE AND FILE SECOND AMENDMENT TO CITY MANAGER'S
EMPLOYMENT AGREEMENT**

RECOMMENDATION:

It is recommended that the City Council receive and file the Second Amendment to the Employment Agreement with City Manager Anita D. Scott.

EXECUTIVE SUMMARY:

On April 20, 2026, the City Council approved second amendment to the Employment Agreement with City Manager Anita D. Scott that authorized a four percent (4%) salary increase effective February 8, 2026. The actions herein complete the required documentation as per the directions from the City Council.

SB1439/GOVERNMENT CODE §84308 APPLICABILITY:

When this box is checked, it indicates the agenda item is subject to the Levine Act SB1439 requirements. Councilmembers are reminded to check their campaign contributions and determine whether they have received a campaign contribution of \$500 or more that would require disclosure and/or recusal from discussing or acting on this agenda item. Campaign contributions of \$500 or more made 1) by any person or entity who is identified in the agenda report as the applicant or proposer or 2) on behalf of the applicant or participant, including a parent, subsidiary or otherwise related business entity, or 3) by any person who has a financial interest in the agenda item requires a councilmember to comply with SB1439.

FISCAL IMPACT:

The cost for the remainder of Fiscal Year 2025-26 was previously accounted for.

PREVIOUS RELATED ACTION:

The Employment Agreement for City Manager Anita D. Scott was approved on February 5, 2024, and included a salary increase of four percent (4%) following a satisfactory or above rating on her performance evaluation effective the first period in 2026.

The First Amendment to the Employment Agreement for City Manager Anita D. Scott was approved on February 9, 2025, and included a salary increase of fifteen percent (15%) following a satisfactory performance evaluation.

The Second Amendment to the Employment Agreement for City Manager Anita D. Scott was approved on February 8, 2026, and included a salary increase of four percent (4%) following a satisfactory performance evaluation.

DISCUSSION:

Under the Pomona City Charter, the City Manager is appointed directly by and serves at the pleasure of the City Council. The contract for City Manager Anita D. Scott was approved on February 5, 2024, and included a four percent (4%) increase effective the first pay period of February, assuming satisfactory performance. After completing the performance evaluation, the City Council has determined that the City Manager is eligible for the four percent (4%) increase as negotiated in her employment contract. With approval of this increase, the City Manager's salary will increase from \$339,250 to \$352,820.

Attachment 1, the second amendment to the Employment Agreement is presented to City Council for approval. Pursuant to California Government Code 3511.1, the oral report of final action on the salary occurred during the open meeting on April 20, 2026.

Prepared by: René Anderson, Human Resources/Risk Management Director

ATTACHMENT(S):

Attachment No. 1 – Second Amendment to Employment Agreement