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CITY OF UKIAH ANNOUNCES PLANNED CITY MANAGER RETIREMENT AND LEADERSHIP TRANSITION

Ukiah, CA — November 5, 2026 — City Manager Sage Sangiacomo has announced his intention to retire in 2028, providing the City of Ukiah with an extended period to prepare for an orderly leadership transition. Sangiacomo has served as City Manager since 2015 and has more than 30 years of service with the City.



At its November 4 meeting, the Ukiah City Council approved amendments to the City Manager's employment agreement, which had not been updated since 2015. The amendments do not increase the City Manager's salary or alter the City Council's authority to establish policy direction, adopt budgets, or oversee the City Manager's performance. Rather, the amendments replace the automatic contract renewal with a defined term ending December 9, 2028, and formalize the City Manager's advance notice of retirement upon expiration. They also update severance and accrued leave provisions.

The City Manager is providing early notice of his planned retirement in 2028 to give the City ample time to manage a coordinated succession process. This advance planning will support a smooth leadership transition, continuity of operations, and the organization's continued success. "While my retirement is still some time away, I believe it's important to plan thoughtfully for a transition," said Sangiacomo. "We have a great deal of important work ahead, and I remain fully committed to leading this organization and supporting our team members. My goal is to help ensure that the City is well-positioned for continued success and that the next City Manager has the information, resources, and support needed to advance the Council's priorities."

The City Council will be responsible for selecting the next City Manager. The recruitment process is anticipated to begin in 2027, with the goal of having a successor in place in July 2028.

Shannon Riley, Deputy City Manager

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