

AMENDMENT TO CITY MANAGER EMPLOYMENT AGREEMENT

This Amendment (“Amendment”) to City Manager Employment Agreement (“Agreement”) is executed as of December 7th, 2015 by and between the CITY OF HEALDSBURG (“Employer” or “City”), acting for itself and on behalf of the City of Healdsburg Redevelopment Successor Agency, and David Mickaelian (“Employee”). Employer and Employee are referred to collectively herein as the “Parties.”

RECITALS

- A. On November 3, 2014, the Parties entered into that certain City Manager Employment Agreement, which is incorporated herein by this reference as if fully set forth herein.
- B. Section 5(a) of the Agreement provides that the City Manager shall receive the same economic benefits as Department Heads and those specified in the Mid-Management and Professional Employees Association Benefit Package as approved by the City Council.
- C. Section 18.2 of the Mid-Management and Professional Employees Association Benefit Package provides for the educational reimbursement of 50% of such costs incurred pursuing a graduate degree.
- D. From October 2011 to March 2014, City Manager Mickaelian attended Golden Gate University pursuing a Master’s in Public Administration and graduated with honors on April 26, 2014.
- E. Providing the retroactive educational reimbursement to Employee would be in keeping with the intent of the Employment Agreement to provide Employee with the same economic benefits available to the City’s Department Heads, Mid-Management and Professional employees.
- F. The Parties desire to amend the Agreement to provide for the same economic benefit to Employee.

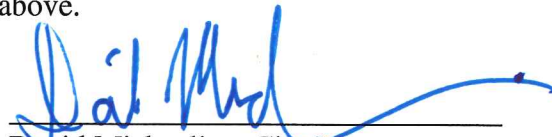
NOW THEREFORE, for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties hereby agree as follows:

- 1. The above recitals are incorporated herein as if fully set forth.
- 2. Section 5 of the Agreement is hereby amended adding the following language:
 - (h) City will reimburse employee for 50% of such costs incurred while pursuing a graduate degree.
- 3. This amendment shall take effect immediately.

4. Except as so amended, all of the other terms, conditions and covenants of the Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the Parties have executed this Amendment to City Manager Employment Agreement as of the date first written above.


Shaun McCaffery, Mayor



David Mickaelian, City Manager

ATTEST:


Maria Curiel, City Clerk

Date: 12/10/15

Approved as to Form:


Robin Donoghue, City Attorney