

AMENDMENT TO CITY MANAGER EMPLOYMENT AGREEMENT

This Second Amendment (“Amendment”) to City Manager Employment Agreement (“Agreement”) is executed as of August 7th, 2017 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 (“City Manager” or “Employee”). Employer and Employee are referred to collectively herein as the “Parties.”

RECITALS

1. On November 3, 2014, the Parties entered into the City Manager Employment Agreement, which is incorporated herein by reference as if fully set forth herein.
2. On December 7, 2015, the Parties amended the City Manager Employment Agreement, specifically Section 5, adding the following language: “City will reimburse employee for 50% of such cost incurred while pursuing a graduate degree”.
3. In July, 2017, the Parties agreed to several revisions to the Agreement. Those revisions are:
 - a. Increase Employee’s salary by 3.4%, the same increase provided to the other bargaining groups.
 - b. Revise Section 5(a), providing the City Manager the same economic benefits as the Executive Management Group, and removing the reference to the Mid-Management and Profession Employees Association.
 - c. Remove Section 5(c), providing the City Manager the same medical insurance benefits as the Executive Management Group.
 - d. Revise Section 5(f) to state: “Employee shall receive a monthly management incentive of \$550.00.”

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 with the following revised language:
 - (a) Except as otherwise provided in this agreement, employee shall receive the same economic benefits as the Executive Group as approved by the City Council.
3. Section 5 of the Agreement is hereby amended with the following revised language:
 - (f) Employee shall receive a monthly management incentive of \$550.00.

4. Section 4 of the Agreement is hereby amended adding the following language:
(d) Effective July 9, 2017, City agrees to pay Employee \$17,987 in salary per month (\$215,844 per year) thereafter for his services.
5. Section 5(c) of the Agreement shall be deleted.
6. This amendment shall take effect immediately.
7. 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.

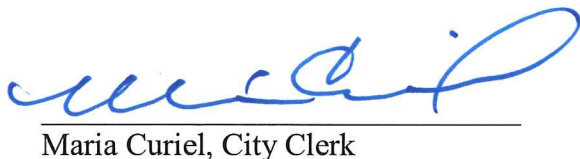


Shaun F. McCaffery, Mayor



David Mickaelian, City Manager

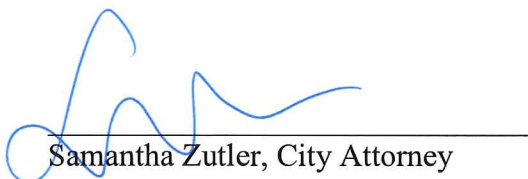
ATTEST:



Maria Curiel, City Clerk

Date: August 23, 2017

Approved as to Form:



Samantha Zutler, City Attorney