

RESOLUTION NO. 2025-XXXX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN MARCOS, CALIFORNIA, APPROVING ADDENDUM #2 TO THE CITY MANAGER'S EMPLOYMENT AGREEMENT

WHEREAS, the City of San Marcos (City) entered into an employment agreement with City Manager Michelle Bender on September 13, 2023 (Employment Agreement) which provided for an initial term of four (4) years commencing on September 15, 2023, and expiring on September 14, 2027; and

WHEREAS, the City Council approved Addendum #1 to the Employment Agreement on November 26, 2024 (Addendum #1), which provided a merit increase of six percent (6%), an annual deferred contribution amount benefit of \$30,000.00, a one percent (1%) base salary contribution to the City's Retiree Health Savings (RHS) Plan, and an extension of the base term of the Employment Agreement to September 14, 2029; and

WHEREAS ; the City Council has evaluated the performance of the City Manager and desires to extend the base term of the Employment Agreement to September 14, 2030, and to provide an additional three percent (3%) base salary contribution to the City's Retiree Health Savings (RHS) Plan, for a total contribution of four percent (4%) of base salary.

NOW, THEREFORE, the City Council of the City of San Marcos, California, does hereby resolve and order as follows:

Section 1. The foregoing recitals are true and correct and are hereby incorporated by reference into this Resolution.

Section 2. The City Council hereby approves Addendum #2 to the City Manager Employment Agreement, attached hereto and incorporated by reference.

Section 3. This Resolution shall take effect immediately upon its adoption, with the effective date of the increased contribution to the City's Retiree Health Savings (RHS) Plan to be September 15, 2025.

PASSED, APPROVED AND ADOPTED by the City Council of the City of San Marcos, California, at a regular meeting held on this 14th day of October 2025, by the following roll call vote:

AYES: COUNCILMEMBERS:

NOES: COUNCILMEMBERS:

ABSENT: COUNCILMEMBERS:

Rebecca D. Jones, Mayor
City of San Marcos

Resolution 2025-XXXX
October __, 2025

ATTEST:

Phillip Scollick, City Clerk

ATTACHMENTS:

Addendum #2 to City Manager's Employment Agreement