

## **4th ADDENDUM TO CITY MANAGER EMPLOYMENT AGREEMENT**

This Fourth Addendum to City Manager Employment Agreement ("Addendum") is entered into this 14th day of June, 2016, by and between the City of San Marcos, a charter city ("City"), and Jack Griffin, an individual ("Griffin"), with respect to that certain City Manager Employment Agreement dated the 24<sup>th</sup> of April, 2012 ("Agreement"), as previously amended. City and Griffin may hereafter be referred to individually as "Party" and collectively as the "Parties."

NOW, THEREFORE, the Parties agree as follows:

1. The terms and definitions used herein are those set forth in the Agreement.
2. The Parties hereby agree to a one (1) year extension of the initial contract term as set forth in Section 2 of the Agreement, as Amended. As the initial Agreement term was two (2) years, with additional extension granted by Addenda One through Three, this Addendum operates to extend the term to seven (7) years. The initial term will now expire June 3, 2019. The potential one (1) year extension remains in effect and would, if triggered, further extend the term through June 3, 2020 pursuant to Section 3.3 of the Agreement, provided the Agreement, as amended by this Addendum and earlier Addenda, is not terminated by either Party under Section 6 of the Agreement.
3. The Parties hereby agree in accordance with Section 3.3.1 of the Agreement, as previously Amended, that Griffin will receive a 6% merit increase. The 6% will be calculated on Griffin's adjusted Fiscal Year 2015 – 16 base salary which includes the same cost of living adjustment as other management-level City employees, and will be applied retroactively to commence with the pay period starting on June 7, 2016.
3. This Addendum, the Agreement, and previous Addenda One through Three, contain the entire agreement between the Parties with respect to the subject matter hereof, and they supersede all prior or contemporaneous agreements in connection with the subject matter. No amendment or modification of this Addendum or the Agreement shall be binding unless executed in writing by the Parties hereto. Except as expressly modified herein and by earlier Addenda, the terms and provisions of the Agreement remain in full force and effect.

IN WITNESS WHEREOF, the Parties have caused this Addendum to be entered into as of the date first set forth above.

CITY:

GRIFFIN:

THE CITY OF SAN MARCOS, a  
chartered municipal corporation

JACK GRIFFIN, an individual

By: \_\_\_\_\_  
James M. Desmond, Mayor

By: \_\_\_\_\_  
Jack Griffin

Attest:

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Phillip Scollick, City Clerk

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Approved as to Form:

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Helen Holmes Peak, City Attorney