

RESOLUTION NO.

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

WHEREAS, the City entered into an employment agreement with City Manager Jack Griffin on April 24, 2012, (Employment Agreement) which provides for an initial term of two (2) years commencing on June 4, 2012, and expiring on June 3, 2014, with a possible extension of one (1) additional year; and

WHEREAS, on June 25, 2013, the City Council extended the initial two (2) year term for an additional two years, which extended the initial term of the Employment Agreement to June 3, 2015;

WHEREAS, the City Council approved addendum number 2 on July 10, 2014 which extended the base term of his Employment Agreement for an additional two (2) years, which extended the base term of such Employment Agreement to June 3, 2017; and

WHEREAS, the City Council approved addendum number 3 on June 9, 2015 which extended the base term of his Employment Agreement for an additional one (1) year, which extended the base term of such Employment Agreement to June 3, 2018. Addendum number 3 also provided that Griffin would be provided with a 5% merit increase that would be paid as a contribution to Griffin's deferred compensation account (457); and

WHEREAS, the City Council approved addendum number 4 on June 14, 2016 which extended the base term of his Employment Agreement for an additional one (1) year, which extended the base term of such Employment Agreement to June 3, 2019. Addendum number 4 also provided that Griffin would be provided with a 6% merit increase; and

WHEREAS, the City Council approved addendum number 5 on June 13, 2017 which extended the base term of his Employment Agreement for an additional two (2) years, which extended the base term of such Employment Agreement to June 3, 2021. Addendum number 5 also provided Griffin with a provided with a 6% merit increase; and

WHEREAS, the City Council approved addendum number 6 on June 11, 2019 which extended the base term of his Employment Agreement for an additional one (1) year, which extended the base term of such Employment Agreement to June 3, 2022. Addendum number 6 also provided Griffin with a 6% merit increase equally split between a base pay increase and contribution to Griffin's deferred compensation account.

WHEREAS, the City Council evaluated the performance of the City Manager and desires to extend the base term of his Employment Agreement for an additional two (2) years, which would extend the base term of such Employment Agreement to June 3, 2024; and

WHEREAS, the potential one (1) year extension remains and would, if triggered, extend the Employment Agreement until June 3, 2025; and

WHEREAS, the City Council agrees in accordance with Section 7 of the Agreement to increase the number of months to be paid out as severance pay in the event Griffin is terminated without cause from nine (9) months to twelve (12) months; and

WHEREAS, the City Council also agrees to provide Griffin with 40 additional hours of vacation leave which must be used for vacation purposes prior to June 30, 2021.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF SAN MARCOS, CALIFORNIA, RESOLVES AS FOLLOWS:

SECTION 1. The above-described recitals are true and correct.

SECTION 2. The City Council hereby approves the 7th Addendum to the City Manager Employment Agreement.

SECTION 3. This Resolution shall take effect immediately upon its adoption.

PASSED, APPROVED, and ADOPTED by the City Council of the City of San Marcos this 8th day of September, 2020, by the following roll call vote:

AYES: COUNCILMEMBERS:

NOES: COUNCILMEMBERS:

ABSENT: COUNCILMEMBERS:

Rebecca D. Jones, Mayor
City of San Marcos

ATTEST:

Phillip Scollick, City Clerk
City of San Marcos