

**FIRST AMENDMENT TO
EMPLOYMENT AGREEMENT**

between

CITY OF PACIFICA AND KEVIN WOODHOUSE

1. PARTIES AND EFFECTIVE DATE

The parties to this First Amendment to Employment Agreement (“First Amendment”) are the City of Pacifica (“City”) and Kevin Woodhouse (“Manager”). The effective date of this First Amendment shall be November 26, 2018.

2. PURPOSE

The parties have previously entered into an Employment Agreement between the City of Pacifica and Kevin Woodhouse (“Employment Agreement”) effective as of September 11, 2017. The City and Manager hereby desire to amend the Employment Agreement as set forth below.

3. AMENDMENT

A. Section 6.a. is hereby modified to read in its entirety as follows:

6. COMPENSATION AND BENEFITS.

a. Salary. Effective October 13, 2018, City Manager shall be entitled to a 2% increase in salary and City agrees to pay Manager for his services rendered pursuant hereto as City Manager the sum of Two Hundred Twenty Four Thousand Four Hundred Dollars (\$224,400) annually payable in installments at the same time as other employees of the City are paid.

B. Section 6.d.iii. is hereby modified to read in its entirety as follows:

6. COMPENSATION AND BENEFITS.

d.iii. Health Insurance: City contracts with CalPERS for the provision of healthcare services which include both Preferred Provider Organization Plans and Health Maintenance Organization Plans and Manager may choose from any CalPERS provided plans for provision of healthcare services. City's contribution to Manager's health insurance plan shall be as set forth below.

Plan	2018 (Effective July 1, 2018)	2019 (2.0% increase effective January 1, 2019)
Health Insurance		
Employee Only	\$ 827.08	\$ 843.62
Employee + 1	\$ 1,602.86	\$ 1,634.92
Employee + 2 Or More	\$ 2,083.73	\$ 2,125.40

C. Section 6.g. is hereby added to read in its entirety as follows:

6. COMPENSATION AND BENEFITS.

g. Merit Payment. City agrees to pay Manager a one-time lump-sum merit payment in the amount of Four Thousand Four Hundred Eighty Eight Dollars (\$4,488), payable on the first pay period after Council's approval of the First Amendment to the Employment Agreement.

D. Section 7.c. is hereby modified to read in its entirety as follows:

7. RESIGNATION AND TERMINATION.

c. In the event the City terminates Manager's employment without cause, Manager shall receive a severance payment of nine months' salary and health insurance benefit. The provisions of this Paragraph 7.c. are subject to and comply with the limitations set forth in Government Code Section 53260.

4. Except as specifically modified herein, all remaining terms and obligations set forth in the Employment Agreement between the City and Manager shall remain in full force and effect.

CITY OF PACIFICA

By: _____
John Keener, Mayor

Dated: _____

MANAGER:

By: _____
Kevin Woodhouse, City Manager

Dated: _____

APPROVED AS TO FORM:

Michelle Marchetta Kenyon, City Attorney