

**FIRST AMENDMENT TO
CITY MANAGER EMPLOYMENT
AGREEMENT**

**between the
City of Grand Terrace
and
G. Harold Duffey, City Manager**

1. PARTIES AND DATE

This Amendment ("Amendment") to the City Manager Employment Agreement ("Agreement") is entered into as of August 23, 2016 by and between the City of Grand Terrace, California, a municipal corporation (the "City"), and G. Harold Duffey, an individual (the "City Manager"). The City and the City Manager are sometimes individually referred to as a "Party" and collectively as "Parties."

- A. The City requires the services of a City Manager.
- B. The City Manager has the necessary education, experience, skills and expertise to serve as the City's City Manager; and
- C. The City Council of the City (the "City Council") employed the City Manager to serve as City Manager commencing on June 1, 2015 at a base salary of \$180,000; and
- D. The Agreement was for an initial term of three years terminating, unless extended, on May 31, 2018;
- E. The Parties desire to execute this Amendment pursuant to the authority of and subject to the provisions of Government Code Section 53260 et seq.; and
- F. In consideration of these Recitals and the performance by the Parties of the promises, covenants, and conditions herein contained, the Parties agree as provided in this Agreement.

2. COMPENSATION

Sub-subsection "1" "a" (Base Salary) of Subsection "A" (Compensation & Required Employer Costs) of Section "4" (Compensation) is hereby amended to read as follows:

The annual salary for the position of City Manager shall be \$206,400, commencing June 1, 2016. (City Manager shall receive a retroactive check for the amount of salary increase earned from June 1, 2016 to present) An annual salary increase for cost of living and an increase based on merit will be considered by the City Council if the City's financial position makes such an increase feasible.

3. REMAINING PROVISIONS OF AGREEMENT.

All other terms, conditions, and provisions of the Agreement, to the extent not modified with this Amendment, shall remain in full force and effect.

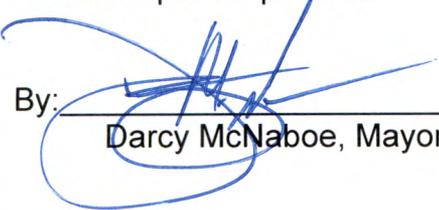
4. Execution

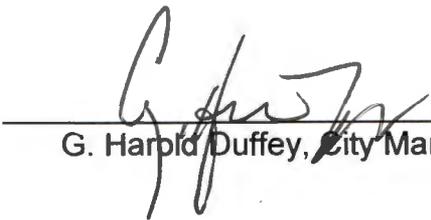
IN WITNESS WHEREOF the Parties have executed this Agreement as of the day and year first above written.

"City"

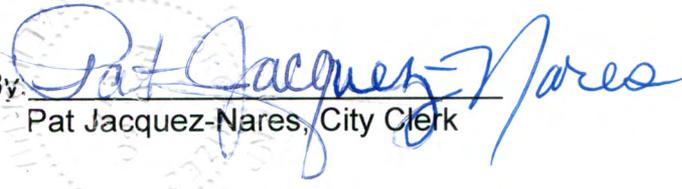
"City Manager"

CITY OF GRAND TERRACE
A Municipal Corporation

By: 
Darcy McNaboe, Mayor


G. Harold Duffey, City Manager

ATTEST:

By: 
Pat Jacquez-Nares, City Clerk

APPROVED AS TO FORM:

By: 
Richard L. Adams II, City Attorney