

4TH AMENDMENT TO EMPLOYMENT AGREEMENT – CITY MANAGER

TOWN OF ATHERTON

The Employment Agreement (“Agreement”) entered into by and between the TOWN OF ATHERTON, a municipal corporation (“Town”) and GEORGE RODERICKS (“City Manager”) on or about October 19, 2012, and amended on July 1, 2013, July 1, 2014, and July 1, 2015, is further amended effective July 1, 2016, as set forth following:

1. The amount of base salary set forth in Paragraph 4 of Agreement (COMPENSATION) and subsequent amendments thereto is amended to read as follows:

“Town shall pay a base salary of Two Hundred Eight Thousand Six Hundred Eighty-Two Dollars (\$208,682.00) per year, payable in prorated monthly installments, at the same intervals and in the same manner as regular employees; such base salary may be amended from time to time to reflect percentage increases granted to all other management employees or amended pursuant to an annual salary resolution approved by the City Council as part of the budget.”

“Whenever a cost of living adjustment or other non-merit based salary increase is provided to other management employees, the City Council shall consider whether it is reasonable and appropriate to grant a similar increase to the City Manager’s Base Salary. This decision may be affirmatively made at the time the City Council adopts the annual salary resolution and shall be determined by separate resolution or incorporation of the appropriate City Manager’s Base Salary within the annual salary resolution.”

Manager shall, commencing July 1, 2015, receive a monthly automobile allowance of Four Hundred Dollars (\$400.00) and an annual allowance for personal technology purchases in the sum of Three Thousand Dollars (\$3,000.00); however, any part of this allowance not expended during the fiscal year shall be forfeited.”

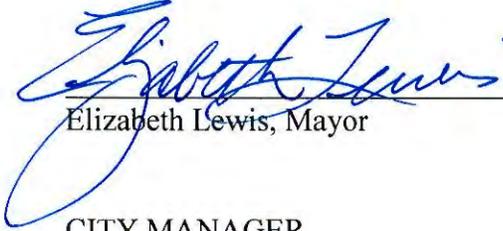
2. The consideration of a performance bonus shall be added to Paragraph 5 of Agreement (EVALUATION) and shall be amended to add the following subparagraph, which shall expressly not be considered as extra compensation or extra allowance after service by the City Manager has already been rendered in violation of California Constitution art. XI, section 10(A).

“Following the completion of a future mid-term Performance Evaluation in January of each year, the City Council may, in its sole discretion grant the City Manager a Performance Bonus in any lump sum amount from Zero Dollars (\$0) to a maximum of Fifteen Thousand Dollars (\$15,000.00) to reflect positive performance in accordance with goals established by the City Council in his latest annual review.”

3. All remaining provisions of the Agreement as previously amended in the 1st through 3rd Amendments to the initial Agreement shall remain in full force and effect.

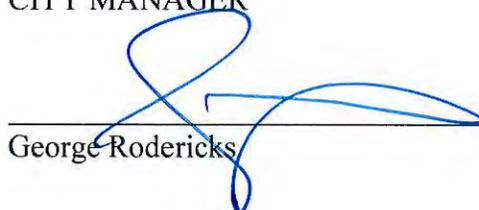
In witness whereof, the parties have executed this 4th Amendment to the Agreement as of September 21, 2016.

TOWN OF ATHERTON



Elizabeth Lewis, Mayor

CITY MANAGER



George Rodericks

Approved as to form:



William B. Connors, City Attorney