

**AMENDMENT TO CITY OF BELVEDERE EMPLOYMENT AGREEMENT**

That certain Agreement dated April 11, 2017, by and between the City of Belvedere (hereinafter referred to as “City”) and Craig Middleton (hereinafter referred to as “Employee” or “Middleton”) is hereby amended as set forth below. The salary and leave adjustments set forth in this Amendment are effective as of May 1, 2018, and, therefore, retroactive to that date. All other provisions of the Agreement shall remain the same except as set forth herein.

Sections 3, 4, and 6 of the Agreement are amended to read as follows:

3. DUTIES. Employee shall perform the functions and duties of the City Manager of the City, as specified in the City of Belvedere Municipal Code, and shall perform such other duties and functions as the City Council may assign. Employee may engage in teaching or consulting work outside of normal working hours so long as such work is unrelated to, and does not conflict with, the City.

4. SALARY. Employee shall receive an annual base salary of \$192,610 (One Hundred Ninety Two Thousand Six Hundred Ten Dollars and No Cents), or \$16,050.83 (Sixteen Thousand Fifty Dollars and Eighty Three Cents) per month, which shall be paid on the same pay warrant schedule other salaried employees of the City are paid and Employee shall be entitled to participate in all City benefit programs consistent with other management level employees. In addition, Employee shall be entitled to deferred compensation of \$150 per month that is available in Paragraph 12 of City Resolution Number 2012 -15. Employee's salary and other benefits shall be reviewed by the City Council in conjunction with an annual performance evaluation and may be adjusted to such extent as the City Council may determine desirable and appropriate, and subject to the requirements of AB 1344 regarding contracts for public employees.

6. HOURS OF WORK AND ADMINISTRATIVE LEAVE. Employee shall work a minimum of forty (40) hours per week, based on the standard work week designated as Monday through Friday, except that Employee may work a 9/80 schedule. Employee shall have the option to flex his daily schedule to reduce the impact of traffic and/or commute time, subject to oversight and revision by the City Council on not less than 10 working days’ notice. Employee shall not be eligible for overtime compensation or compensatory time off. Employee shall be entitled to 40 (Forty) hours of Administrative Leave per calendar year, in accordance with Paragraph 12 of Resolution No. 2016-09. In addition, Employee shall be entitled to an additional 192 (One Hundred Ninety Two) hours, the equivalent of 24 (Twenty Four) days, of Administrative Leave per calendar year so long as Employee is not enrolled in the City’s health care or dental benefit programs or receives a medical insurance rebate from the City. Administrative Leave shall not accrue from one year to the next year. Administrative leave cannot be cashed out upon separation or other departure from the City.

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**CITY OF BELVEDERE**

Dated: 8/13/18

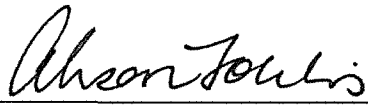
  
BOB MCCASKILL, Mayor

**EMPLOYEE**

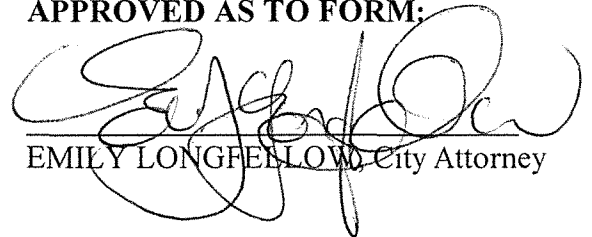
Dated: 8/13/18

  
CRAIG MIDDLETON, City Manager

**ATTEST:**

  
ALISON FOULIS, City Clerk

**APPROVED AS TO FORM:**

  
EMILY LONGFELLOW, City Attorney