

**CITY OF SEBASTOPOL  
CITY COUNCIL  
STAFF REPORT**

**Meeting Date:** March 15, 2016  
**To:** Honorable Mayor and City Councilmembers  
**From:** City Manager Larry McLaughlin  
City Clerk Mary Gourley  
**Subject:** Approval of Amendment to City Manager Employment Contract  
**Recommendation :** That the City Council Approved by Resolution Amendment to the  
Employment Contact with the City Manager  
**Funding:** Currently Budgeted: XX Yes \_\_\_\_\_ No \_\_\_\_\_ N/A  
Net General Fund Cost:  
Amount: \$

**INTRODUCTION:** This item is to request that the City Council approve by Resolution  
Amendment to the Employment Contract for City Manager.

**BACKGROUND:**  
The Sebastopol City Council on January 8, 2013, unanimously appointed Larry McLaughlin as the  
City Manager. The current employment contract is set to expire January 14, 2017. The City Council  
discussed the Amended contract at their closed session meetings of February 2, 2016 and March 1,  
2016.

**DISCUSSION:**  
On February 2, 2016 and March 1, 2016 the City Council at their closed sessions approved the  
extension of the City Manager's employment contract as well as adjustments to the vacation time  
accrual.

**RECOMMENDATION:** That the City Council approve the Amendments to the Employment  
Agreement.

**Attachment:**  
Resolution

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SEBASTOPOL AUTHORIZING THE  
EXTENSION OF THE EMPLOYMENT CONTRACT FOR CITY MANAGER

WHEREAS, the Sebastopol City Council has unanimously approved extension of the City  
Manager's employment agreement; and

WHEREAS, the Sebastopol City Council and City Manager have entered into this agreement  
in recognition of the benefits accruing each party; and

WHEREAS, this Agreement will ensure the retention City Manager services and the  
performance of the duties of the said office in a manner which serves the best interests of  
the City, subject to the direction of the City Council.

NOW, THEREFORE, BE IT RESOLVED, that the City of Sebastopol City Council approves the  
following amendments to the City Manager Employment Contract:

1. The Contract term is extended until January 14, 2021.
2. Paragraph 3.C.(II) (vacation accrual) is amended as follows:  
"Employee shall accrue ~~ten (10)~~ **sixteen (16)** hours of vacation time each  
month."

All remaining terms and conditions of the Contract remain unchanged.

IN COUNCIL DULY PASSED this 15<sup>th</sup> day of March, 2016.

I, the undersigned, hereby certify that the foregoing Resolution was duly adopted by the  
City of Sebastopol City Council by the following vote:

City of Sebastopol City Council:

VOTE

VOTING AYE:

VOTING NO:

ABSENT:

ABSTAIN:

APPROVED: \_\_\_\_\_

Sarah Glade Gurney, Mayor

ATTEST: \_\_\_\_\_

Mary C. Gourley, CMC, City Clerk

AMENDMENT TO EMPLOYMENT AGREEMENT EXTENSION OF CONTRACT

This Agreement is made and entered into on this 15<sup>th</sup> day of March, 2016, by and between the City of Sebastopol, California (hereinafter referred to as "Employer") and Lawrence McLaughlin (hereinafter referred to as "Employee"), pursuant to these terms and conditions:

- A. WHEREAS, on January 8, 2013, the Employer approved appointment of Employee to the position of City Manager of the City of Sebastopol; and
- B. WHEREAS, on March 5, 2013, Employer and Employee entered into a contract of employment of City of Sebastopol City Manager; and
- C. WHEREAS, on August 5, 2014, Employer and Employee approved an extension of the contract to January 14, 2017; and
- D. WHEREAS, Employer and Employee mutually desire to continue the employment as the City Manager of said City under the terms and conditions recited in contract dated March 5, 2013 and attached and incorporated in this extension, except as amended below.

NOW, THEREFORE, the Employer and Employee hereby mutually agree to the following

- A. The Employer and Employee hereby agree to extend said contract with Employee to January 14, 2021.
- B. Paragraph 3.C.(II) is amended as follows: "Employee shall accrue ten ~~(10)~~ **sixteen (16) hours** of vacation time each month."
- C. All remaining terms and conditions of said Agreement of March 5, 2013 are incorporated herein and remain in full force and effect.

\_\_\_\_\_  
Sarah Glade Gurney, Mayor

\_\_\_\_\_  
Lawrence W. McLaughlin

ATTEST: \_\_\_\_\_  
Mary C. Gourley, CMC, City Clerk