

FIRST AMENDMENT TO CITY MANAGER EMPLOYMENT AGREEMENT

The City of Sanger ("City") and Eutimio "Tim" Chapa ("Chapa") agree to enter a First Amendment to Employment Agreement as follows:

RECITALS

- A. City and Chapa entered an Employment Agreement ("Agreement") effective December 17, 2015; and
- B. City and Chapa have negotiated modifications to the salary language of the Agreement and wish to modify the Employment Agreement.

AGREEMENT

SECTION 1. Section 3 of the Agreement titled "Salary" is amended to read as follows:

3. Salary. Chapa's salary shall be \$157,000.00 annually (\$13,083.33 per month) for the term of the Agreement, except as may be adjusted as set forth herein. Chapa shall be eligible to receive an increase in salary and/or other benefits on the basis of an annual performance evaluation as described herein. Chapa may receive a merit increase up to five percent (5.0%) annually as approved by the City Council following a performance evaluation. Such merit increase(s) shall not result in Chapa's salary exceeding the City Council approved salary range for the City Manager in effect at the time. Chapa's participation in any salary reductions or other cost saving measures during his employment with City shall be completely voluntary at Chapa's sole discretion. Per satisfactory performance evaluation by the City Council, Chapa will receive increases as noted below:

- a. December 16, 2016 - \$162,761.90 (\$13,563.49 per month).
- b. October, 2017 – Current annual salary plus a percentage equivalent to the evaluation rating (1-0 to 5.0) for a new annual salary beginning at first pay period in November, 2017. The evaluation rating will be rounded to the hundredths. For example, if Chapa receives a 4.11 rating, he will receive a 4.11 increase.
- c. October, 2018 – Current annual salary plus a percentage equivalent to the evaluation rating (1-0 to 5.0) for a new annual salary beginning at first pay period in November, 2018. The evaluation rating will be rounded to the hundredths. For example, if Chapa receives a 4.11 rating, he will receive a 4.11 increase.

SECTION 2. Except as amended by this First Amendment, all terms and conditions of the Employment Agreement shall continue in full force and effect.

SECTION 3. This First Amendment to Employment Agreement shall be effective on September 22, 2017.

CITY OF SANGER

CITY MANAGER

By: 
Frank Gonzalez, Mayor

By: 
Eutimio Chapa

ATTEST


Rebeca Hernandez, City Clerk

APPROVED AS TO FORM


Hilda Cantú Montoy, City Attorney