

**AMENDMENT NO. 1
TO CITY MANAGER EMPLOYMENT AGREEMENT
BETWEEN THE CITY OF FORT BRAGG,
A MUNICIPAL CORPORATION,
AND ISAAC WHIPPY**

This AMENDMENT NO. 1 TO CITY MANAGER EMPLOYMENT AGREEMENT is made and entered into as of 25th of November, 2024 (“execution date”) between the CITY OF FORT BRAGG, State of California, a Municipal Corporation (“City”) and ISAAC WHIPPY, an individual (hereinafter referred as the “City Manager”) (collectively the “Parties”).

RECITALS

- A. City and City Manager entered into an Employment Agreement (“Agreement”) as of, January 3 2024, providing for employment of Whippy as City Manager. whereby. the City Council employed City Manager to serve in the position of city manager as prescribed by state law and as codified in Title 2, Chapter 2.16, of City’s Municipal Code.
- B. The employment agreement as City Manager is set to expire on January 3, 2027, unless sooner terminated by the City Council.
- C. On November 11, 2024, City’s City Council undertook the annual performance evaluation (including a salary review) required by the Section 3(D)(1) of the Employment Agreement during a lawfully convened closed session.
- D. Based on that review, City’s City Council and City Manager now desire to further amend the Employment Agreement, as amended, as follows:

AGREEMENT

1. The above recitals are incorporated by reference as if set forth in full herein.
2. Section 4(A)(1) of the Employment Agreement, is amended to increase the annual base salary for the position of City Manager to \$192,000.00, effective December 1, 2024. City Manager salary shall be increased by a 2% cost of living adjustment on January 3, 2027.
3. Section 4(A)(4) of the Employment Agreement, is amended to read as follows:

“Deferred Compensation. The City shall contribute \$1,000 to City Manager’s 457 deferred compensation plan.”
4. Section 4(B)(4)(b) of the Employment Agreement, is amended to read as follows:

“Vacation Leave Vacation hours shall accrue at a rate of 7.69 hours per pay period, equating to 180 hours per year. The vacation hours accrual rate shall increase to 200 hours per year upon the anniversary of the City Manager’s 10th year of service. City Manager accrual of vacation hours shall be capped at 480 hours. Once during each fiscal year, a maximum of 160 hours of vacation leave may be cashed in.

5. Section 6 (A) of the Employment Agreement is amended to extend the Term of the Agreement to January 3, 2028.

6. All other provisions of the Employment Agreement shall remain the same.

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

CITY OF FORT BRAGG:

CITY MANAGER

By: _____
Bernie Norvell, Mayor

By: _____
Isaac Whippy

Attest:

Approved as to Form:

By: _____
Amber Weaver, Acting City Clerk

By: _____
Baron Bettenhausen, City Attorney