

RESOLUTION NO. 2022-095

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CALISTOGA APPROVING
THE FIRST AMENDMENT TO THE EMPLOYMENT AGREEMENT BETWEEN CITY
OF CALISTOGA AND LAURA SNIDEMAN**

WHEREAS, in January 2022, the City of Calistoga ("City") and Laura Snideman entered into an Employment Agreement to employ Laura Snideman as City Manager; and

WHEREAS, the City and Laura Snideman desire to enter into a First Amendment to Employment Agreement to amend the terms and conditions of Manager's employment as City Manager.

NOW, THEREFORE, BE IT RESOLVED, that the City Council of the City of Calistoga hereby approves the First Amendment to Employment Agreement Between City of Calistoga and Laura Snideman in substantially the same form attached hereto as **Exhibit "A"** and authorizes and directs the Mayor to execute same for and on behalf of the City of Calistoga.

PASSED, APPROVED AND ADOPTED this 15TH day of November 2022. I, **MARNI RITTBURG, CITY CLERK OF THE CITY OF CALISTOGA, HEREBY CERTIFY** the foregoing resolution was introduced and passed at a regular meeting of the Calistoga City Council by the following roll call vote:

AYES: Councilmember Gift, Kraus, and Williams and Mayor Canning
NOES: None
ABSTAIN: None
ABSENT: Vice Mayor Lopez-Ortega

ATTEST:


Marni Rittburg, CMC, City Clerk

APPROVED:


Chris Canning, Mayor

APPROVED AS TO FORM:


Michelle Marchetta Kenyon, City Attorney

EXHIBIT A

**First Amendment to Employment Agreement Between the City of Calistoga and
Laura Snideman**

**FIRST AMENDMENT TO
EMPLOYMENT AGREEMENT
between
CITY OF CALISTOGA AND LAURA SNIDEMAN**

1. PARTIES AND EFFECTIVE DATE

This First Amendment to Employment Agreement is entered into this 15th day of November 2022 by and between the City of Calistoga, California, a municipal corporation (hereinafter called "Employer") and Laura Snideman, (hereinafter called "Employee") (Employer and Employee referred to collectively as "Parties") with respect to the employment of Employee as the City Manager of the Employer.

2. RECITALS

WHEREAS, the Parties have previously entered into an Employment Agreement effective as of January 31, 2022 ("Employment Agreement"). Employer and Employee hereby desire to amend the Employment Agreement as set forth below.

WHEREAS, the Parties desire to amend the Employment Agreement through this First Amendment to Employment Agreement between City of Calistoga and Laura Snideman ("First Amendment") to reflect new terms as set forth below

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the Parties agree as follows:

3. AMENDMENT

A. Section 5(A) subsections (i), and (ii) of the Employment Agreement are hereby amended to read in their entirety as follows:

5. COMPENSATION AND BENEFITS.

A. Compensation

- i. **Base Salary:** Effective August 1, 2022, Employer shall pay Employee a monthly base salary of Twenty-Thousand Eight Hundred and Forty-Eight Dollars (\$20,848.00), payable in installments at the same time as Department Directors of the Employer are paid. Employer shall give consideration on an annual basis to an increase in Employee's compensation.
- ii. **Retroactive Base Salary Correction:** Employee shall be entitled to a base salary correction from Nineteen Thousand One Hundred Fifty Dollars (\$19,150.00) to

Nineteen Thousand Eight Hundred Fifty-Five Dollars (\$19,855.00) for the period February 1, 2022 through July 31, 2022. This base salary correction shall be implemented through a one-time payment in the amount of Four Thousand Two Hundred Thirty Dollars (\$4,230.00) payable to Employee within 30 days of execution of this First Amendment.

4. FULL FORCE AND EFFECT

Except as specifically modified herein, all remaining terms and obligations set forth in the Employment Agreement between the City and Employee shall remain in full force and effect.

THIS FIRST AMENDMENT has been executed as of the date first hereinabove written.

EMPLOYER:

EMPLOYEE:

CITY OF CALISTOGA

By: Chris Canning
Chris Canning, Mayor

Laura Snideman
Laura Snideman

ATTEST:

By: Marni Rittburg
Marni Rittburg, City Clerk

APPROVED AS TO FORM:

By: Michelle Marchetta Kenyon
Michelle Marchetta Kenyon
City Attorney