

RESOLUTION NO. 78-2020

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PACIFICA
APPROVING THE THIRD AMENDMENT TO EMPLOYMENT AGREEMENT BETWEEN
CITY OF PACIFICA AND KEVIN WOODHOUSE**

WHEREAS, the City of Pacifica ("City") and Kevin Woodhouse have previously entered into an Employment Agreement to employ Kevin Woodhouse as City Manager;

WHEREAS, the City and Kevin Woodhouse have previously entered into a First Amendment to Employment Agreement effective November 26, 2018 and a Second Amendment on January 13, 2020; and

WHEREAS, the City and Kevin Woodhouse now desire to enter into a Third Amendment to Employment Agreement to modify the terms and conditions of Manager's employment as City Manager;

NOW, THEREFORE, BE IT RESOLVED, that the City Council of the City of Pacifica hereby approves the Third Amendment to Employment Agreement between the City of Pacifica and Kevin Woodhouse 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 Pacifica.

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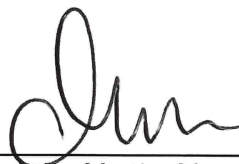
PASSED AND ADOPTED at a regular meeting of the City Council of the City of Pacifica, California, held on December 14, 2020, by the following vote:

AYES, Councilmembers: Martin, Beckmeyer, Vaterlaus, Bier, O'Neill.

NOES, Councilmembers: n/a


ABSENT, Councilmembers: n/a

ABSTAIN, Councilmembers: n/a



Deirdre Martin, Mayor

ATTEST:



Sarah Coffey, City Clerk

APPROVED AS TO FORM:



Michelle Marchetta Kenyon, City Attorney

EXHIBIT A

THIRD AMENDMENT TO EMPLOYMENT AGREEMENT BETWEEN CITY OF PACIFICA AND KEVIN WOODHOUSE

1. PARTIES AND EFFECTIVE DATE

The parties to this Third Amendment to Employment Agreement ("Third Amendment") are the City of Pacifica ("City") and Kevin Woodhouse ("Manager"). The effective date of this Third Amendment shall be December 14, 2020.

2. PURPOSE

The parties have previously entered into an Employment Agreement between the City of Pacifica and Kevin Woodhouse effective as of September 11, 2017, a First Amendment to Employment Agreement effective November 26, 2018 and a Second Amendment to Employment Agreement effective January 13, 2020 (hereinafter collectively referred to as ("Employment Agreement")). The City and Manager hereby desire to amend the Employment Agreement as set forth below.

3. AMENDMENT

A. Section 6.a. is hereby modified to read in its entirety as follows:

- a. Salary. Effective the first pay period after October 9, 2020, City Manager shall be entitled to a 2% increase in salary and City agrees to pay Manager for his services rendered pursuant hereto as City Manager the sum of Two Hundred Forty Thousand Three Hundred Thirty Two Dollars and No Cents (\$240,332.00) annually payable in installments at the same time as other employees of the City are paid.

B. Section 6.d.iii is hereby modified to read in its entirety as follows:

iii. Health Insurance: City contracts with CalPERS for the provision of health care services which include both Preferred Provider Organization Plans and Health Maintenance Organization Plans and Manager may choose from any CalPERS provided plans for provision of health care services. City's contribution to Manager's health insurance plan shall be the same as other department directors as set forth in the rate schedule attached hereto and hereinafter incorporated by reference as Exhibit A.

C. Section 6.d.xi is hereby modified to read in its entirety as follows:

xi. Deferred Compensation: \$10,956.00 shall be paid annually before December 31st of each year.

D. Section 8 is hereby modified to read in its entirety as follows:

8. PERFORMANCE EVALUATION.

City shall evaluate Manager's performance annually. As part of each evaluation, the City Council and Manager will set goals and objectives for Manager's performance for the following year. City agrees that it will perform a performance evaluation of Manager within three months of October 9th each year to discuss performance and communications between Council and Manager but said evaluation will not be to consider any type of merit increase in salary and/or other benefits. For each performance evaluation conducted after December 31, 2020, the Mayor and Mayor Pro Tem of the City Council shall select a third party consultant to utilize

before and during the performance evaluation in order to facilitate the process. This Agreement may be amended to reflect changes in terms and obligations so long as any amendment of this Agreement is reduced to writing, signed by both parties and adopted as an Amendment to this Agreement.

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

CITY OF PACIFICA

By: _____
Deirdre Martin, Mayor

Dated: _____

MANAGER:

By: _____
Kevin Woodhouse, City Manager

Dated: _____

ATTEST

Sarah Coffey, City Clerk

APPROVED AS TO FORM:



Michelle Marchetta Kenyon, City Attorney

EXHIBIT A



2020 – Benefit Rates

The following document includes details regarding plan rates for health related benefits (medical, dental and vision).

CalPERS Medical Plans – HMO

Plan and Coverage Level	Region 1 Monthly Premium	City Monthly Contribution	Monthly Expense to Employee
Anthem HMO Traditional			
Employee Only	\$1,184.84	\$860.49	\$324.35
Employee + 1 Dependent	\$2,369.68	\$1,667.62	\$702.06
Employee + Family	\$3,080.58	\$2,167.91	\$912.67
Health Net Smart Care			
Employee Only	\$1,000.52	\$860.49	\$140.03
Employee + 1 Dependent	\$2,001.04	\$1,667.62	\$333.42
Employee + Family	\$2,601.35	\$2,167.91	\$433.44
Kaiser Permanente			
Employee Only	\$768.49	\$860.49	\$0
Employee + 1 Dependent	\$1,536.98	\$1,667.62	\$0
Employee + Family	\$1,998.07	\$2,167.91	\$0



2020 – Benefit Rates

CalPERS Medical Plans – PPO

Plan and Coverage Level	Region 1 Monthly Premium	City Monthly Contribution	Monthly Expense to Employee
PERS Choice PPO			
Employee Only	\$861.18	\$860.49	\$0.69
Employee + 1 Dependent	\$1,722.36	\$1,667.62	\$54.74
Employee + Family	\$2,239.07	\$2,167.91	\$71.16
PERS Select PPO			
Employee Only	\$520.29	\$860.49	\$0
Employee + 1 Dependent	\$1,040.58	\$1,667.62	\$0
Employee + Family	\$1,352.75	\$2,167.91	\$0
PERS Care PPO			
Employee Only	\$1,133.14	\$860.49	\$272.65
Employee + 1 Dependent	\$2,266.28	\$1,667.62	\$598.66
Employee + Family	\$2,946.16	\$2,167.91	\$778.25
PORAC – PPO (Open to PORAC members only)			
Employee Only	\$774.00	\$860.49	\$0
Employee + 1 Dependent	\$1,699.00	\$1,667.62	\$31.38
Employee + Family	\$2,199.00	\$2,167.91	\$31.09

* Rates and plan options may vary depending on location, visit calpers.com for details.



2021 – Benefit Rates

The following document includes details regarding plan rates for health related benefits (medical, dental and vision).

CalPERS Medical Plans – HMO

Plan and Coverage Level	Region 1 Monthly Premium	City Monthly Contribution	Monthly Expense to Employee
Anthem HMO Traditional			
Employee Only	\$1,307.86	\$877.70	\$430.16
Employee + 1 Dependent	\$2,615.72	\$1,700.97	\$914.75
Employee + Family	\$3,400.44	\$2,211.27	\$1,189.17
Health Net Smart Care			
Employee Only	\$1,120.21	\$877.70	\$242.51
Employee + 1 Dependent	\$2,240.42	\$1,700.97	\$539.45
Employee + Family	\$2,912.55	\$2,211.27	\$701.28
Kaiser Permanente			
Employee Only	\$813.64	\$877.70	\$0
Employee + 1 Dependent	\$1,627.28	\$1,700.97	\$0
Employee + Family	\$2,115.46	\$2,211.27	\$0



2021 – Benefit Rates

CalPERS Medical Plans – PPO

Plan and Coverage Level	Region 1 Monthly Premium	City Monthly Contribution	Monthly Expense to Employee
PERS Choice PPO			
Employee Only	\$935.84	\$877.70	\$58.14
Employee + 1 Dependent	\$1,871.68	\$1,700.97	\$170.71
Employee + Family	\$2,433.18	\$2,211.27	\$221.91
PERS Select PPO			
Employee Only	\$566.67	\$877.70	\$0
Employee + 1 Dependent	\$1,133.34	\$1,700.97	\$0
Employee + Family	\$1,473.34	\$2,211.27	\$0
PERS Care PPO			
Employee Only	\$1,294.69	\$877.70	\$416.99
Employee + 1 Dependent	\$2,589.38	\$1,700.97	\$888.41
Employee + Family	\$3,366.19	\$2,211.27	\$1,154.92
PORAC – PPO (Open to PORAC members only)			
Employee Only	\$799.00	\$877.70	\$0
Employee + 1 Dependent	\$1,725.00	\$1,700.97	\$24.03
Employee + Family	\$2,199.00	\$2,211.27	\$0

* Rates and plan options may vary depending on location, visit calpers.com for details.