

SECOND AMENDMENT TO EMPLOYMENT AGREEMENT

This Second Amendment to Employment Agreement ("Second Amendment") is made and entered into as of the 1st day of March 2019, by and between the City of Santee, a municipal corporation ("City") and Marlene D. Best ("Employee").

RECITALS

1. On or about February 18, 2016, City and Employee entered into an Employment Agreement whereby the City employed Employee as its City Manager, effective March 28, 2016 ("Employment Agreement").
2. On or about September 7, 2017, City and Employee amended the Employment Agreement to increase Employee's annual base salary and car allowance ("First Amendment").
3. The Employment Agreement provides that Ms. Best shall be employed for a period of three years or until Ms. Best's employment is terminated in accordance with the Employment Agreement.
4. On February 13, 2019, the City Council conducted Employee's performance evaluation, and decided to continue Ms. Best's employment without a specific term for the duration of the Employment Agreement.
5. It is the desire of the City Council to amend the Employment Agreement to continue to employ the services of Employee as its City Manager as an at-will employee, without a fixed termination date.

NOW, THEREFORE, IN CONSIDERATION OF PERFORMANCE BY THE PARTIES OF THE COVENANTS AND CONDITIONS HEREIN CONTAINED, THE PARTIES AGREE TO AMEND THE EMPLOYMENT AGREEMENT AS FOLLOWS:

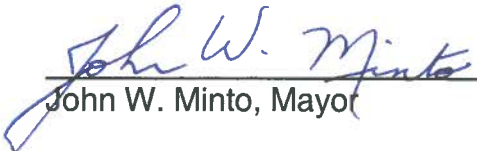
5. The Parties hereby amend Paragraph 2 of the Employment Agreement to read as follows:

Term: City agrees to employ and Best accepts employment with the City under the provisions of this Agreement until Best's employment is terminated in accordance with this Agreement.


6. Except as amended in this Second Amendment and the First Amendment, the terms and conditions of the Employment Agreement remain the same.

IN WITNESS WHEREOF, City and Employee have signed and executed this Second Amendment as of the 1st day of March 2019.

CITY OF SANTEE

By: 
John W. Minto, Mayor

EMPLOYEE

By: 
Marlene D. Best, City Manager

APPROVED AS TO FORM:

By: 
Shawn Hagerty, City Attorney