

**AMENDMENT TO THE
CHARLOTTESVILLE CITY MANAGER
EMPLOYMENT AGREEMENT**

WHEREAS, the Charlottesville City Council (hereinafter “Council”) entered into an Employment Agreement (hereinafter “Agreement”) with Dr. Tarron J. Richardson (hereinafter collectively “the Parties”) on April 15, 2019; and

WHEREAS, the Council and Dr. Richardson mutually desire to amend the Agreement; and

WHEREAS, the Parties agree that the interests of the Council and Dr. Richardson would best be met by a mutual dissolution of Dr. Richardson’s employment relationship with the City of Charlottesville; and

WHEREAS, the Parties agree that Dr. Richardson’s final date of employment with the City of Charlottesville will be September 30, 2020.

NOW, THEREFORE, in consideration of the mutual covenants and promises set forth herein, the Parties hereby agree to amend the Agreement as follows:

SECTION 3 is amended to read as follows:

In the event that the Employee voluntarily resigns his position with the City, the Employee shall provide a minimum written notice of ~~seventy five (75) nineteen (19)~~ days of his intent to resign to the City unless the Parties agree otherwise.

SECTION 6 is amended to read as follows:

The City will provide the Employee severance benefits in a lump sum payment equal to one year of his annual salary on October 1, 2020. ~~if the City terminates his contract without cause after six months of the execution of his employment agreement. If the City terminates the Employee’s contract without cause~~ On October 1, 2020, the Employee will be paid for any unused annual leave pursuant to the terms of this contract. Additionally, beginning on October 1, 2020 ~~if the City terminates the Employee’s contract without cause~~, the City will pay the employer-provided premium contribution applicable to all City of Charlottesville employees for the Employee and his dependents to remain on the City’s health insurance plan for a period of one year. In the event that the Employee is eligible to receive health insurance from a different employer within the aforementioned one year time period, the City will cease providing health insurance to the Employee and his dependents.

Dr. Tarron J. Richardson
City Manager

Nikuyah Walker
Mayor

