

FIRST AMENDMENT TO THE AT-WILL EMPLOYMENT AGREEMENT OF TAMARA VIDES

This First Amendment is entered into effective as of the date of adoption by the City Council, 2025, by and between the **CITY OF WATSONVILLE**, a municipal corporation, hereafter referred to as "City," and **Tamara Vides**, hereafter referred to as "Employee," and collectively as "Parties."

RECITALS

WHEREAS, on August 27, 2024, the City Council adopted Resolution No. 178-24 (CM), appointing Tamara Vides as City Manager, and approving an at-will employment agreement ("Agreement") between the City and Vides for employment of Vides as City Manager; and

WHEREAS, effective March 29, 2025, pursuant to Section 5(b) of the Agreement, Employee's salary was increased by 6% to \$297,860; and

WHEREAS, the Parties now wish to amend the Agreement.

NOW THEREFORE, the Parties agree that the Agreement shall be amended as follows:

1. Section 5. Salary. Section 5(a) is amended to read as follows:

a. Effective the first full pay period after Council approval, City agrees to pay Employee \$312,753 per year (approximately \$26,062.75 per month). The City will make all salary payments to Employee at the same time payments to other City employees, and payments will be subject to the customary withholdings.

2. Section 8. Severance. Section 8(e) is amended to read as follows:

e. If Employee's employment is terminated, and severance pay is applicable pursuant to the terms stated above, City agrees to pay Employee a cash payment equal to twelve (12) months of base salary, minus any required withholdings.

All other terms and conditions of the Agreement shall remain in full force and effect. **IN WITNESS WHEREOF**, the Parties hereto have executed this First Amendment

to the At-Will Employment Agreement of Tamara Vides on the day and year noted above.

CITY OF WATSONVILLE

By: 
Maria Orozco, Mayor

Signed by:

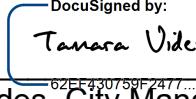
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Irwin Ivan Ortiz

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Tamara Vides

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By: 
Tamara Vides, City Manager

ATTEST:

Irwin Ivan Ortiz, City Clerk

Signed by:

DocuSigned by:

Irwin Ivan Ortiz

Approved As To Form:

Signed by:

Samantha W. Zutler

Signed by:

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Samantha W. Zutler, City Attorney