

**FIRST AMENDMENT TO AGREEMENT
EMPLOYMENT AS CITY MANAGER
BY AND BETWEEN THE CITY OF MILPITAS AND THOMAS C. WILLIAMS**

***27**

The City of Milpitas and Thomas C. Williams agree to the following amendments to the Agreement entered into on the 19th day of December 2006, by and between the City of Milpitas and Thomas C. Williams, City Manager:

1. Amend termination provisions of the contract from “at will employment” to a termination provision “for Cause”.
2. Amend Termination of Employment and Severance to incorporate provision 1 above and amend lump sum severance payment to 12 months.
3. Employee and spousal medical retiree benefits shall be fully vested upon ten years of services.
4. Employee base compensation shall be restored and a 2% cost of living adjustment added. The adjustment shall be calculated retroactively 2.5 years.

This First Amendment has been approved and shall become effective December 6, 2011.

WILLIAMS

DATED:

Thomas C. Williams

CITY

DATED:

Mayor

DATED:

Vice Mayor

DATED:

Council Member

DATED:

Council Member

DATED:

Council Member

ATTEST:

CITY CLERK

APPROVED AS TO FORM:

Mike Ogaz, City Attorney