

CITY OF HIGH POINT

AGENDA ITEM



Title: Employment Contract Amendment #2, City Manager Tasha Logan Ford

Public Hearing: N/A

Meeting Date: August 1, 2022

Advertising Date: N/A

Advertised By: N/A

Attachments: N/A

PURPOSE:

This document serves as the second amendment to the employment contract of City Manager, Tasha Logan Ford.

BACKGROUND:

The Second Amendment Agreement is to modify the terms set forth in the Employment Agreement entered into by the City and Employee on May 17, 2021. It clarifies the life insurance benefit provided and ensures consistency with existing city referenced documents.

BUDGET IMPACT:

None

RECOMMENDATION / ACTION REQUESTED:

City Council is requested to approve the contract amendment and that the appropriate City official and/or employee be authorized to execute all necessary documents.

SECOND AMENDMENT TO EMPLOYMENT AGREEMENT

THIS SECOND AMENDMENT TO EMPLOYMENT AGREEMENT (“Agreement”), made and entered into this the 1st day of August, 2022, by and between the **CITY OF HIGH POINT, NORTH CAROLINA** (“City” or “Employer”), and **TASHA LOGAN FORD**, of High Point, North Carolina (“Employee”), each referenced individually as “Party” and collectively as “Parties.”

1. The purpose of this Second Amendment Agreement is to modify the terms set forth in the Employment Agreement entered into by the City and Employee on May 17, 2021.
2. The City and the Employee agree to amend **Section 10. Other Renumeration** as follows:

“The City currently offers all employees a 1% matching contribution to their 401k accounts and Employee shall be eligible to participate in this benefit to the same extent and subject to the same terms as all City employees. Employee is also eligible to participate in the City’s 401(k) and 457 deferred compensation plan and contribute Employee’s funds to such. At the time of executing this Agreement, Employee has indicated that she will not be participating in the City's health insurance plan which will result in a savings to the City. For this reason, to the extent permitted by the terms of the NC 401(k) or 457 deferred compensation plan, and in addition to the matching 1% contribution, the City agrees to make a 4% contribution to Employee’s 401(k) or 457 deferred compensation plan, which will not require a matching Employee contribution. This additional 4% shall remain in effect for as long as the Employee continues to decline City's health insurance coverage. In the event Employee decides to participate in the City's health coverage, the 4% non-matching City contribution shall be reduced to 2%. To the extent permitted by applicable plan documents, City contributions shall be made biweekly on the City's regular payroll schedule. The City will provide ~~term~~ life insurance for Employee in an amount

equal to one year's gross salary at the time of death, **or \$500,000, whichever is higher, in accordance with the City's Personnel Resolution and all applicable policy terms and amendments.**

IN WITNESS WHEREOF, the Parties have executed this Agreement as of the day and year first above written.

CITY OF HIGH POINT

Jay Wagner, Mayor

EMPLOYEE

Tasha Logan Ford

Approved by the High Point City Council on

The ____ day of _____, 2022.