

FIRST AMENDMENT TO  
CITY OF RIVERSIDE  
CITY MANAGER AT WILL EMPLOYMENT AGREEMENT

THIS FIRST AMENDMENT TO EMPLOYMENT AGREEMENT ("First Amendment") is made and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2024, by and between the CITY OF RIVERSIDE, a California charter city and municipal corporation ("City"), and Charles M. Futrell ("Employee") an individual, with respect to the following:

**RECITALS**

WHEREAS, the City and Employee entered into that certain Employment Agreement dated December 6, 2022, for the position of City Manager ("Agreement"), with a three-year term expiring on January 9, 2026; and

WHEREAS, the City and Employee wish to extend the term of the Agreement by an additional two years, to expire on January 9, 2028.

NOW, THEREFORE, incorporating the recitals set out above, the parties hereto mutually agree to the following amendment to the Agreement.

1. Section 2, Term, is hereby amended to extend the term of the Agreement by an additional two years, through January 9, 2028.

2. Section 4, Compensation and Performance Evaluation, subdivision A, is hereby amended to increase compensation by Five Percent, or \$17,000 Dollars (Seventeen Thousand Dollars, effective October 25, 2024, in accord with the terms of that Section.

3. Section 4, Compensation and Performance Evaluation, is hereby amended to require that during the last quarter in 2025 (between October and December), the City Manager will go through a 360 Evaluation process.

4. All other terms and conditions of the Agreement between the parties, which are not inconsistent with the terms of this First Amendment, shall remain in full force and effect as if fully set forth herein.

**[SIGNATURES ON FOLLOWING PAGE.]**

IN WITNESS WHEREOF, the parties hereto have caused this First Amendment to Employment Agreement to be duly executed the day and year first above written.

EMPLOYER:  
CITY OF RIVERSIDE,  
a California charter city and municipal  
corporation

EMPLOYEE:

By: \_\_\_\_\_  
CHARLES M. FUTRELL

By: \_\_\_\_\_  
PATRICIA LOCK DAWSON  
Mayor

By: \_\_\_\_\_  
JIM PERRY  
Mayor Pro Tem

Attest: \_\_\_\_\_  
DONESIA GAUSE  
City Clerk

Approved as to Form:

By: *Jack Liu*  
Jack Liu  
Interim City Attorney