



## REPORT TO CITY COUNCIL

**Approved by:**

Wendy Silva  
Wendy Silva, Director of Human Resources

Arnoldo Rodriguez  
Arnoldo Rodriguez, City Manager

**Council Meeting of:** June 3, 2020

**Agenda Number:** D-4

**SUBJECT:**

Employment Agreement with Gary Conte to serve as Planning Manager

**RECOMMENDATION:**

It is recommended the City Council (Council) adopt the resolution approving the At-Will Employment Agreement with Gary Conte to serve as Planning Manager and authorizing the City Manager to execute the Agreement.

Pursuant to Government Code § 54953(c)(3), prior to taking action on this item, the Council must publicly announce a summary of the action being considered.

**Announcement** - *If approved, the proposed Planning Manager At-Will Employment Agreement would employ Gary Conte as the City's Planning Manager effective June 8, 2020. The salary for the position and other terms and conditions of employment are as stated in the employment agreement. In summary, the following are contained in the Agreement:*

- *Annual Base Salary will be Step C of Range 476, which is \$101,133.48 per year*
- *Employee will be entitled to 1 ½ months salary & health benefits severance if separated without cause*
- *Vacation accrual will be 3.69 to 6.15 hours per pay period based on years of service; employee will be credited with 40 vacation hours at hire*
- *Maximum vacation accrual is 360 hours*
- *Sick Leave accrual will be 3.6923 hours per pay period*
- *Administrative Leave will be 40 hours per Fiscal Year, pro-rated based on date of hire; not eligible for carry-over or cash-out*
- *Floating Holiday will be 0-40 hours per Fiscal Year depending on years of service; not eligible for carry-over or cash-out*

- *Employee will pay the full 6.25% Employee Contribution to CalPERS and will also pay 2.375% of base salary towards the Employer Contribution to CalPERS*
- *Employee will receive the same plan offerings and the same Employer contributions toward health insurance as received by the Mid Management Employee Group*
- *City paid life insurance of \$50,000 for Employee, \$5,000 for dependents*
- *City paid long term disability policy*
- *Up to 3 days per year of Bereavement Leave for listed family members*

**SUMMARY:**

The Planning Manager position has been vacant since the departure of the former Planning Manager in October 2019. The position has been staffed by an interim Planning Manager since that time. A recruitment was conducted to solicit applications for the position. Based on the outcome of that process, the City Manager is recommending that Mr. Conte be employed as the full time Planning Manager.

**DISCUSSION:**

The Planning Manager position is an at-will, direct report to the City Manager. As such, the individual appointed to this position is employed under an at-will employment agreement.

City of Madera Administrative Policy 49: Hiring Policy for At-Will Employees provides that the City Manager may conduct a recruitment to fill open, at-will positions or may elect to forgo a formal recruitment on a case-by-case basis. In this situation, a recruitment was conducted. The City received five applications for consideration. A technical panel interviewed the three most-qualified applicants and recommended two candidates for further consideration. The City Manager and members of the management team conducted a second-round interview with both recommended applicants. Based on the outcome of the entire process, the City Manager is recommending Mr. Conte be employed as the Planning Manager.

The City Manager has offered and Mr. Conte has accepted the following terms and conditions of employment, consistent with the terms and conditions of other department head agreements. The At-Will Employment Agreement capturing these provisions is attached as Exhibit 1 to the resolution contemplated with this report.

**Employment Agreement Term**

- 3 years

**Salary**

<i>Annual Salary: Step C of Range 476 on City of Madera Schedule M</i>					
Step A	Step B	Step C	Step D	Step E	Step F
\$91,725.41	\$96,321.23	\$101,133.48	\$106,187.60	\$111,496.35	\$117,072.44

**Severance & Termination**

- 1 ½ months salary & health benefits severance in 1 lump sum payment for separation without cause

**Paid Leave**

- Vacation – accrues based on years of service; maximum accrued balance will be 360 hours. Employee also receives an 8-hour credit to vacation each year on the employee’s hire anniversary date.
  - Vacation Cash-out: Employee may cash-out unused vacation once per year if vacation balance is at least 160 hours.
    - 0-5 years of total City service – 40 hours
    - 6+ years of total City service – 80 hours
  - Employee will be credited with 40 hours vacation at hire
- Sick leave – accrues each pay cycle; no cap on accrual. After 5 years of City service, employee may cash-out unused sick leave with positive separation or retirement based on the following schedule:

Years of Service	Sick Leave Cash-Out
5	7.5%
7	10.5%
10	15.0%
15	22.0%
20	30.0%

- Family Sick Leave - Up to 72 hours of sick leave may be used each year for family.
- Administrative Leave – 40 hours credited each July 1. This leave is not available for carryover or cash-out. A pro-rated amount will be credited for the remainder of the fiscal year based on hire date.
- Holidays – The City observes 11 paid 8-hour holidays and 2 paid 4-hour holidays per year.
- Floating Holiday – Employees with 5-9 years of total City service are credited with 20 hours of Floating Holiday each July 1; employees with 10+ years of total City service are credited with 40 hours of Floating Holiday each July 1. This leave is not available for carryover or cash-out.

**Retirement**

- CalPERS formula will be the standard Public Employee Pension Reform Act (PEPRA) formula for miscellaneous employees. Employee will pay full Employee Contribution pre-tax (currently 6.25%, increasing to 7% effective July 1, 2020).

- Employee pays 2.375% of base pay towards Employer Contribution through a pre-tax salary reduction.
- Employee pays for 1959 Survivor Benefit.
- Deferred Compensation – The City offers two 457 Deferred Compensation plans for the employee to choose from and the employee may contribute to the plan of their choice. The City does not make contributions to the deferred compensation plan for management employees.

**Health Insurance**

- Employee will receive the same plan offerings and employer contribution as that received by the City of Madera Mid Management Employee Group.

**Other Benefits**

- Bereavement Leave: In addition to paid leave available, Employee will receive 3 days of leave per fiscal year in the event of the death of a grandparent, parent, spouse, registered domestic partner, or child.
- Participation in health after retirement: Employee may elect to continue to purchase health insurance from the City for self and dependents until eligible for Medicare. The cost is equal to the premium plus a 2% admin fee. The City will not contribute to retiree health.
- City paid life/AD&D insurance: \$50,000 employee/\$5,000 dependent; employee can purchase additional voluntary life insurance for self, spouse and/or dependents through the City’s provider through payroll deduction.
- City paid Long Term Disability

**FINANCIAL IMPACT:**

Pay and benefits for the Planning Manager position are included in the City’s adopted budget. Annual base salary as provided in the Agreement is \$101,133.48. Actual total compensation will depend on the enrollment tier selected for health insurance by the individual employee.

**CONSISTENCY WITH THE VISION MADERA 2025 PLAN:**

Pay and benefits for City employees are not addressed in the vision or action plan; the requested action is also not in conflict with any of the actions or goals contained in that plan.

**ALTERNATIVES:**

Council could provide alternative direction to the City Manager.

**ATTACHMENTS:**

1. Resolution
  - a. Exhibit 1: Planning Manager At-Will Employment Agreement

Resolution No. \_\_\_\_\_

**A Resolution of the City Council of the City of Madera Approving an At-Will Employment Agreement with Gary Conte to Serve as Planning Manager for the City of Madera and Authorizing the City Manager to Execute the Agreement**

**Whereas**, the City of Madera has a need for a full time Planning Manager to oversee and administer the functions of the City’s Planning Department; and

**Whereas**, the City conducted a recruitment to solicit applications for the position of Planning Manager, and based on the outcome of that process, Mr. Gary Conte was the candidate of choice to fill the position; and

**Whereas**, City Manager Arnolando Rodriguez has recommended Mr. Conte be appointed to the full time Planning Manager position; and

**Whereas**, an At-Will Employment Agreement has been negotiated with Mr. Conte by Mr. Rodriguez that sets forth the salary and benefits for the offered position, and both parties are in agreement with the terms of the At-Will Employment Agreement.

**Now, therefore, the Council of the City of Madera** hereby resolves, finds, and orders as follows:

1. The above recitals are true and correct.
2. The At-Will Employment Agreement between the City of Madera and Gary Conte to serve as Planning Manager, attached hereto as Exhibit 1, is approved.
3. The City Manager is authorized to execute the Agreement on the City’s behalf.
4. This resolution is effective immediately upon adoption.

\* \* \* \* \*

## **PLANNING MANAGER AT-WILL EMPLOYMENT AGREEMENT**

THIS AGREEMENT, entered into this 3<sup>rd</sup> day of June 2020, by and between the CITY OF MADERA, State of California, a municipal corporation (hereinafter referred to as "Employer" or "City"), and Gary Conte (hereinafter referred to as "Employee"), both of whom understand and agree as follows:

### **Recitals**

WHEREAS, Employer desires to employ the services of Gary Conte as Planning Manager for the City of Madera; and

WHEREAS, it is the desire of the City Manager of the Employer to provide certain benefits, to establish certain conditions of employment, and to set working conditions of said Planning Manager; and

WHEREAS, Gary Conte desires to be employed as Planning Manager for said City of Madera.

NOW THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

### **Agreement**

#### Section 1: TERM

- A. The term of this Agreement shall be three (3) years commencing on June 8, 2020. The Employer will provide written notice to the Employee on or before March 10, 2023, of its intent to offer to extend, renew, or otherwise not renew this contract for an additional term. If the Employer chooses to extend the Agreement, the Employer will inform the Employee of the new proposed term at the time of its offer to renew. The Employee must respond to an offer to extend or renew the Agreement within 45 days of the offered extension or renewal.
- B. Employee shall serve as the Planning Manager. Employee shall at all times serve at the sole will, discretion, and pleasure of the City Manager. This means that the Employee is an at-will employee. Nothing in this Agreement shall prevent, limit or otherwise interfere with the right of the Employer to suspend or terminate the services of the Employee at any time, with or without cause, for any reason, or for no reason at all.
- C. Nothing in this Agreement shall prevent, limit or otherwise interfere with the right of the Employee to resign at any time after June 8, 2020, from his position with Employer. Employee is requested to give at least thirty (30) calendar days written notice to Employer prior to the effective date of resignation.

## Section 2: TERMINATION AND SEVERANCE PAY

- A. In the event Employee is terminated by the City Manager before expiration of the aforesaid term of employment and during such time that Employee is willing and able to perform his duties under this Agreement, then in that event, Employer agrees to pay Employee a lump sum cash payment equal to the maximum amount of pay permitted by law under Government Code sections 53260 and 53261, up to a lump sum cash payment equal to one and one half (1 1/2) months' aggregate salary and health benefits. Upon such termination, Employee shall also be compensated for all earned paid leave and other accrued benefits to date of termination. This shall not include the payout of accumulated sick leave other than as authorized pursuant to this Agreement.

In the event Employee is terminated for cause or for conviction, then, in that event, Employer shall have no obligation to pay the aggregate severance sum designated in the above paragraph.

- B. In the event Employer at any time during the term of this Agreement reduces the salary or other financial benefits of Employee in a greater percentage than an applicable across-the-board reduction for all Employees of Employer, or in the event Employer refuses, following written notice, to comply with any other provision benefiting Employee herein, or the Employee resigns following a suggestion, whether formal or informal, by the City Manager that he resign, then, in that event, Employee may, at his option, be deemed to be "terminated" at the date of such reduction, such refusal to comply or such suggestion within the meaning and context of the herein severance pay provisions.

## Section 3: DUTIES

- A. Employer hereby agrees to employ the Employee to perform the functions and duties of such office as set forth in the Planning Manager Job Description on file with the Office of the City Clerk and referred to for more particulars, and to perform such other duties as the City Manager may from time to time assign.
- B. The Planning Manager is exempt from the overtime provisions of the Fair Labor and Standards Act, as amended, but is expected to engage in those hours of work that are necessary to fulfill the obligations of the Planning Manager.
- C. Employee may engage in up to five (5) hours per week for teaching without prior written approval of the Employer. Employee shall not be involved in any other outside employment without written prior approval from the Employer. This includes, but is not limited to, consultant work, speaking engagements, entering an independent contract relationship, or any other activities unrelated to the Employee's employment with the City.

- D. Employee will maintain on file with the Employer his current place of residence and telephone number(s), and shall notify the Employer of any changes within twenty-four (24) hours.
- E. In the event the Employee becomes mentally or physically incapable of performing the Planning Manager job duties, the Employer will comply with the law in regard to separating the Planning Manager from employment.

#### Section 4: PERFORMANCE EVALUATION

The City Manager shall review and evaluate the performance of the Employee on an ongoing basis and shall, at least once annually on the employment anniversary date established, complete a written performance review and/or evaluation. The review and/or evaluation shall be in accordance with specific criteria developed by the City Manager. Specific criterion may be added or deleted as the City Manager may determine.

#### Section 5: SALARY

Effective June 8, 2020, Employer agrees to pay the Planning Manager for his services rendered pursuant hereto a base salary of \$3,889.75 bi-weekly (City of Madera Salary Schedule Range 476, Step C), payable in installments at the same time as the majority of the Employer's employees. The City Manager may review and adjust said annual base salary in such amounts and to such extent as the City Manager determines, consistent with the published City of Madera Salary Schedule adopted by the City Council of the City of Madera.

Employee desires to take a reduction in his compensation package equivalent to the salary contribution Miscellaneous employees are making towards the CalPERS Employee Contribution, however, employee already pays the full Employee Contribution per Section 6.C. of the Agreement. Therefore, employee desires to contribute an equivalent amount of salary towards the Employer Contribution to CalPERS. These contributions toward the CalPERS Employer Contribution shall be made as a pre-tax salary reduction and be equivalent to 2.375% of salary.

#### Section 6: OTHER TERMS AND CONDITIONS OF EMPLOYMENT

##### A. Paid Leave

##### 1. Vacation

Employee will earn vacation credits, dependent upon the number of years of service with the City, for each pay period Employee is in a paid status at least 50% or more of the period. All accrued vacation is paid to Employee upon retirement, resignation or termination. Employee will be credited with forty (40) hours of vacation effective June 8, 2020.



COMPLETED YEARS	NUMBER OF HOURS RECEIVED PER PAY PERIOD
0 through 4 yrs.	3.6923 hrs. per pay period
5 through 9 yrs.	4.6156 hrs. per pay period
10 through 14 yrs.	5.5384 hrs. per pay period
15 through 19 yrs.	6.1538 hrs. per pay period
20 plus yrs.	6.4615 hrs. per pay period

The maximum vacation Employee is allowed to accumulate is 360 hours.

Each employee shall receive the date known as the "employee anniversary date" as a vacation day. This day shall be added to vacation time at a straight time rate. Credit for the day will not be given until the employee's anniversary date has passed during the current fiscal year and is in addition to the above accrual schedule.

Employee may request to cash out vacation once each fiscal year. For employees with up to 5 years of City service, the maximum annual cash out will be 40 hours. For employees with 6 or more years of City service, the maximum annual cash out will be 80 hours. To be eligible for such cash out provision, employees must have a vacation balance of at least 160 hours at the time of request. Requests must be made in writing to the Payroll Specialist at least 15 days in advance and such requests will be paid on a regular pay date of the City.

2. Sick Leave

Sick leave, with pay, accrues at the rate of 3.6923 hours per pay period an employee is in a paid status at least 50% or more of the period. Rules governing sick leave use and eligibility are noted in the City of Madera Personnel Rules and Regulations.

In addition to the reasons for use of Sick Leave as stated in the Personnel Rules & Regulations, an employee may utilize accrued Sick Leave hours for any absence designated by the City as being covered by the Federal Family Medical Leave Act (FMLA) and/or the California Family Rights Act (CFRA), regardless of the reason for the leave. It will be the employee's responsibility to complete the required paperwork to certify the need for leave and he/she must provide timely notification of the need for leave in compliance with FMLA/CFRA regulations. Use of Sick Leave for this purpose will not commence until such requirements have been met. Use of Sick Leave for family members when the leave has been designated as FMLA/CFRA will not count against the employee's annual limit of Family Sick Leave as provided in this Agreement.

Employee may cash out sick leave upon retirement or positive separation from the City based on the below table. To be eligible, employees must be employed with the City on a full time basis for a minimum of five years. Negative terminations (discharge) are not

eligible for cash out of sick leave. An employee has the option to convert 100% of the remaining sick leave upon retirement to CalPERS service credit.

<u>Years of Service</u>	<u>Sick Leave Cash-Out</u>
5	7.5%
7	10.5%
10	15.0%
15	22.0%
20	30.0%

### 3. Family Sick Leave

Sick Leave may be used up to the limit of seventy-two hours each calendar year:

3.1. For the diagnosis, care, or treatment of an existing health condition or preventative care for an employee's family member, including:

3.1.1. Child (including a biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis.)

3.1.2. Spouse or Registered Domestic Partner

3.1.3. Parent (including biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child.)

3.1.4. Grandparent

3.1.5. Grandchild.

3.1.6. Sibling.

3.2. To obtain any relief or services related to being a victim of domestic violence, sexual assault, or stalking including the following with appropriate certification of the need for such services:

3.2.1. A temporary restraining order or restraining order.

3.2.2. Other injunctive relief to help ensure the health, safety or welfare of themselves or their children.

3.2.3. To seek medical attention for injuries caused by domestic violence, sexual assault, or stalking.

- 3.2.4. To obtain services from a domestic violence shelter, program, or rape crisis center as a result of domestic violence, sexual assault, or stalking.
- 3.2.5. To obtain psychological counseling related to an experience of domestic violence, sexual assault, or stalking.
- 3.2.6. To participate in safety planning and take other actions to increase safety from future domestic violence, sexual assault, or stalking, including temporary or permanent relocation.

Such leave is a part of Sick Leave accrual, not in addition to, the 12 days (96 hours) of Sick Leave earned per year. All conditions and restrictions placed by the City upon the use by an employee of sick leave for himself or herself shall apply to the use by an employee of sick leave to attend to an illness of his or her identified family member.

All other provisions for use of Sick Leave by the employee also apply to Family Sick Leave use. This includes, but is not limited to, the Sick Leave section of the Personnel Rules and Regulations.

#### 4. Administrative Leave

In recognition of the fact that Employee is expected to work all reasonable hours necessary to accomplish assigned tasks he will be credited with five days (40 hours) of Administrative Leave at the beginning of each fiscal year. This leave may not be carried over or cashed out and shall be taken under the same conditions as vacation leave. It is recognized that such time is not intended to provide an hour for hour or greater leave for actual hours worked over those scheduled, but it is a benefit in recognition of duty requirements. As this Agreement will be effective mid-Fiscal Year, Employee will be credited with a pro-rated amount of Administrative Leave upon hire for Fiscal Year 2019/20.

#### 5. Holidays

The following (8) hour days are established as holidays with pay: New Year's Day, Martin Luther King's Birthday, President's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Day After Thanksgiving, and Christmas Day.

The parties agree that the following half days (4 hours) are established as partial holidays with pay: Good Friday and the last work day prior to Christmas or New Year's Day.

The parties agree that to be eligible to receive a paid holiday, the employee must be in a paid status on the scheduled work day either immediately preceding the identified holiday or on the scheduled work day immediately following the identified holiday.

In addition to the City observed holidays outlined above, Employee will receive floating holiday leave hours. Said leave hours shall be credited to the employee on July 1 of each fiscal year, may not be carried over or cashed out, and shall be taken under the same conditions as vacation leave. Employees with 5-9 years of full time continuous service with the City of Madera as of July 1 of each year shall be credited with 20 hours of floating holiday leave. Employees with 10 or more years of full time continuous service with the City of Madera as of July 1 of each year shall be credited with 40 hours of floating holiday leave.

#### B. Disability, Health, and Life Insurance

Employer will provide term life insurance for Employee in the amount of \$50,000 which includes accidental death and dismemberment (AD&D) coverage. Employer also will provide dependent life in the amount of \$5,000 and Long Term Disability Insurance, which provides salary replacement benefits.

Employer agrees to provide a monthly health benefit allowance for the employee to purchase health insurance (including medical, dental and vision coverage of the Employee and family) through an IRS Section 125 Cafeteria Plan. The benefit plans offered by Employer and the monthly benefit allowance received by Employee from Employer will be equal to the benefit plans offered to and monthly benefit allowance received by employees represented by the Mid Management Employee Group.

Medicare - 1.45% Employer's contribution matched by an Employee contribution of 1.45% of Employee's salary for mandated Medicare coverage.

#### C. Retirement

The City participates in the CalPERS retirement system. Employee will be placed on the appropriate miscellaneous plan consistent with CalPERS membership requirements. The Employee will pay all of the Employee Contribution for the plan in pre-tax dollars under IRS Code 414(h)(2). The Employee will also be responsible for the Employee's Contribution for the 1959 Survivor's Benefit.

#### D. Bereavement Leave

Employee is allowed an additional three (3) days leave per fiscal year in the event of death of any of the following members of the employee's family: spouse, child, parent or grandparent.

E. Retiree Paid Health Insurance

The City will allow Employee to continue to participate in the City health plan offerings (medical, dental, and vision) at the retiree's expense until age 65 or when eligible for Medicare, whichever comes first. Both retiree and dependent coverage are available under this program. An administrative fee in an amount equal to two percent (2%) of the insurance premiums will be charged to the retiree for the City to process the benefit. In the event the administrative fee increases, retiree shall pay the higher fee. If, in the future, the City no longer offers the same insurance carrier/plan the retiree and his or her spouse will be eligible to purchase insurance coverage under the new plan. Coverage must be selected upon retirement; no lapse in coverage will be allowed under this provision. If retiree chooses not to participate or chooses to terminate participation, retiree may not seek coverage under the City health plan at a later date.

F. Other

The City Manager shall fix any such other terms and conditions of employment, as s/he may determine from time to time, relating to the performance of the Planning Manager, provided such terms and conditions are not inconsistent with or in conflict with the provisions of this Agreement, the City of Madera Municipal Code or any other law.

Section 7: TERMINATION

The Planning Manager is an at-will employee and serves at the will and pleasure of the City Manager and may be terminated at any time.

Section 8: DUES AND SUBSCRIPTIONS

Employer agrees, to the extent it is financially able, to budget for and to pay for professional dues and subscriptions of Employee necessary for his continuation and full participation in national, regional, state, and local associations and organizations necessary and desirable for his continued professional participation, growth, and advancement, and for the good of the Employer.

Section 9: PROFESSIONAL DEVELOPMENT

A. Employer hereby agrees, to the extent it is financially able, to budget for and to pay for travel and subsistence expenses of Employee for professional and official travel, meetings, and occasions adequate to continue the professional development of Employee and to adequately pursue necessary official functions for Employer, including but not limited to such other national, regional, state and local governmental groups and committees thereof which Employee serves as member.

- B. Employer also agrees, to the extent it is financially able, to budget for and to pay for travel and subsistence expenses of Employee for short courses, institutes and seminars that are necessary for his professional development and for the good of the Employer.

#### Section 10: INDEMNIFICATION

In addition to that required under state and local law, Employer shall defend, hold harmless and indemnify Employee against any tort, professional liability claim or demand or other legal action, whether groundless or otherwise, arising out of an alleged act or omission occurring in the performance of Employee's duties as Planning Manager. Employer will compromise and settle any such claim or suit and pay the amount of any settlement or judgment rendered thereon.

#### Section 11: BONDING

Employer shall bear the full cost of any fidelity or other bonds required of the Employee under any law or ordinance.

#### Section 12: CONFLICT OF INTEREST

- A. Employee shall not engage in any business or transaction or have a financial or other personal interest or association, direct or indirect, which is in conflict with the proper discharge of official duties or would tend to impair independence of judgment or action in the performance of official duties. Personal interests, distinguished from financial interests, include an interest as arising from blood or marriage relationships or close business, and personal or political affiliations.
- B. Employee shall also comply with the conflict of interest provisions of the California Government Code and any conflict of interest code applicable to the Planning Manager's employment.
- C. Employee is responsible for submitting to the City Clerk the appropriate Conflict of Interest Statements (including Form 700) at the time of appointment, annually thereafter, and at the time of separation from position.

#### Section 13: NOTICES

Notices pursuant to this Agreement shall be given by deposit in the custody of the United States Postal Service, postage prepaid, addressed as follows:

Employer: City Manager, City of Madera, 205 West Fourth Street, Madera CA 93637

Employee: On file with the City of Madera Human Resources Department

Alternately, notices required pursuant to this Agreement may be personally served in the same manner as is applicable to civil judicial practice. Notice shall be deemed given as of the date of personal service or as of the date of deposit of such written notice in the course of transmission in the United States Postal Service.

#### Section 14: REDUCTION OF BENEFITS

Employer shall not at any time during the term of this Agreement reduce the salary, compensation or other financial benefits of Employee, except to the degree of such reduction across-the-board for all Employees of the Employer.

#### Section 15: GENERAL PROVISIONS

- A. The text herein shall constitute the entire and fully integrated Agreement between the parties and no promise, representation, warranty or covenant not included in this Agreement has been relied upon by any party hereto.
- B. This Agreement shall be binding upon and inure to the benefit of the heirs at law and executors of the Employee; however, this Agreement is not assignable by either party.
- C. This Agreement shall become effective commencing June 8, 2020.
- D. This Agreement replaces and supersedes any previous Employment Agreements or Agreement Amendments, written and oral, between Employer and Employee.
- E. If any provision, or any portion thereof, contained in this Agreement is held unconstitutional, invalid or unenforceable by a court of law, the remainder of this Agreement, or portion thereof, shall be deemed severable, shall not be affected, and shall remain in full force and effect. This Agreement shall be construed under California law. No waiver of any term or condition of the Agreement shall be considered a continuing waiver thereof.

IN WITNESS WHEREOF, the City of Madera has caused this Agreement to be signed and executed on its behalf by its City Manager, and duly attested by its City Clerk, and the Planning Manager has signed and executed this Agreement, both in duplicate.

EMPLOYEE

CITY OF MADERA

\_\_\_\_\_  
Gary Conte

\_\_\_\_\_  
Arnoldo Rodriguez, City Manager

Date: \_\_\_\_\_

Date: \_\_\_\_\_

ATTEST

APPROVED AS TO FORM

\_\_\_\_\_  
Alicia Gonzales, City Clerk

\_\_\_\_\_  
Hilda Cantú Montoy, City Attorney