

Dear Mayor and Council,

As we near the close of another fiscal year, I have reflected upon my time with the City and my future pursuing other endeavors. As I near two years in service with the City, I would like to propose the following plan for my retirement and succession subject to the following terms for the Council's approval:

1. Effective September 15, 2020, I will retire from employment with the City.
2. Between the date of the Council's approval of these terms and my final day of employment, I will continue as City Administrator until such time as an interim or successor City Administrator is appointed, assist the City in transitioning the duties of City Administrator, and otherwise provide those services that the City Council and any subsequent City Administrator may reasonably request of me from time to time.
3. I will continue to be actively employed in regular, full-time service of the City. I will continue to draw my full salary at the present level and continue to accrue any additional leave, retirement, insurance, allowances, and other benefits otherwise available to me.
4. Once a successor City Administrator is named, I may engage in other independent employment which does not otherwise conflict with my full-time commitments to the City or the City's interests.
5. The terms of this letter shall be binding on both parties and may not be altered without holding a public hearing during which each party may state the basis for such alteration. These terms will serve as an amendment to my Employment Agreement which shall otherwise control where not in conflict herewith until my retirement date.

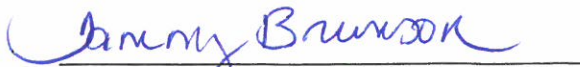


Sincerely,  
Mario Gisbert

Approved by City Council  
August 4, 2021

By: \_\_\_\_\_  
William A. Cathey, Mayor

Attest:



\_\_\_\_\_  
Tammy Brunson, City Clerk