

**FIRST AMENDED EMPLOYMENT AGREEMENT BETWEEN
CITY OF GRASS VALLEY AND TAYLOR WHITTINGSLOW**

This Fourth Amended Employment Agreement (“Agreement”) is effective as of the 28th day of October 2025 by and between the City of Grass Valley (“City”) and Taylor Whittingslow (“Deputy City Manager I/II” or “Employee”) (collectively, the “Parties”).

RECITALS

WHEREAS, the City and Employee entered into an Employment Agreement (the “Original Agreement”) for their service in the position of Deputy City Manager I/II effective 4/20/2025; and

WHEREAS, the City Council desires to provide the Employee with Deferred Compensation benefits in recognition of exemplary service to the City, and provide benefits to retain long-serving employees by increasing the deferred compensation amount from \$4,000 maximum to \$5,000 yearly; and

WHEREAS, parties may modify the Agreement upon mutual written agreement.

NOW, THEREFORE, in consideration of the mutual covenants and agreements set forth herein the adequacy of which is hereby acknowledged by the PARTIES to be sufficient, the PARTIES agree as follows:

TERMS AND CONDITIONS

1. Remove Item 10. of the Employment Agreement Between the City of Grass Valley and Taylor Whittingslow and replace with the following:

10. Deferred Compensation

City will deposit to the Deputy City Manager I/II’s deferred compensation account via bi-weekly payroll a performance bonus contribution of up to \$5,000 annually.

In the event this agreement terminates or is not renewed, Deputy City Manager I/II shall be entitled to retain the amount of deferred compensation accumulated as of the date of termination or non-renewal.

After such time as Deputy City Manager I/II resigns or is terminated, City shall transfer ownership of any deferred amount on deposit in a deferred compensation plan to succeeding employers upon Deputy City Manager I/II’s written request.

2. All other terms, conditions, and provisions of the Original Agreement, First Amendment, Second Amendment, and Third Amendment to the extent not modified by this Agreement, shall remain in full force and effect.

TO EFFECTUATE THIS AGREEMENT, the parties have caused their duly authorized representatives to execute this Agreement on the dates set forth below.

CITY
City of Grass Valley

EMPLOYEE

By: _____
Tim Kiser
City Manager

By: _____
Taylor Whittingslow

Date: _____

Date: _____

Approved as to form:

By: _____
David Ruderman,
City Attorney

Date: _____