



**From:** Eric Duthie, Hildale City Manager  
**To:** Hildale City Council; Hildale City Mayor  
**Date:** May 11, 2022  
**Subject:** City Manager amended employment agreement

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I became Hildale City Manager in December 2020 through a negotiated employment agreement. One component of that agreement addressed compensation, which is addressed separately under Utah statute.

Additional components are specified in the agreement which I have discussed with Councilmembers and the Mayor over the last several months and believe a general agreement is favored.

The following list identifies significant changes, additions, or deletions from the initial agreement:

- ✓ A new effective date of May 11, 2022.
- ✓ Removing the term, making the agreement continuous until terminated by me or the City.
- ✓ Changing the "cure period" for cause of termination from thirty (30) days to ninety (90) days.
- ✓ If terminated without cause the City pays a severance equal to twelve (12) months' salary.
- ✓ I account for administrative leave and provide report upon Council inquiry.
- ✓ I established residency IN Hildale from the first day.
- ✓ The city pays for my housing until City housing is available (already occurring by consensus).
- ✓ I removed moving expenses.

I believe my service has been of significant value to the city and I have delivered above initial expectations. I am extremely appreciative of the support received from Council, the Mayor, and particularly the residents of Hildale. I hope to continue our agreement for many years to come.

I request approval of this amended employment agreement.