

RESOLUTION NO 2025 – 003
CITY OF LAKE CITY, FLORIDA

A RESOLUTION OF THE CITY OF LAKE CITY, FLORIDA APPROVING THAT CERTAIN FIRST AMENDMENT TO EMPLOYMENT AGREEMENT BETWEEN THE CITY AND DONNIE L. ROSENTHAL FOR CITY MANAGER SERVICES; MAKING CERTAIN FINDINGS OF FACT IN SUPPORT OF THE CITY APPROVING SAID AMENDMENT; RECOGNIZING THE AUTHORITY OF THE MAYOR TO EXECUTE AND BIND THE CITY TO SAID AMENDMENT; DIRECTING THE MAYOR TO EXECUTE AND BIND THE CITY TO SAID AMENDMENT; REPEALING ALL PRIOR RESOLUTIONS IN CONFLICT; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the City of Lake City (the “City”) and Donnie L. Rosenthal (the “City Manager”), are parties to that certain employment agreement dated May 20, 2024 (the “Employment Agreement”); and

WHEREAS, the Employment Agreement established an annual base salary of \$162,500.000 for the City Manager; and

WHEREAS, the City Manager has completed six months of employment with the City, undergoing an evaluation by the City Council on December 16, 2024; and

WHEREAS, the City wishes to amend the Employment Agreement to reflect an increase in the City Manager’s annual salary to \$175,000.00 by adopting that certain First Amendment to Employment Agreement (the “First Amendment”) in the form of the amendment attached hereto; and

WHEREAS, approving the First Amendment is in the public interest and in the interests of the City; now therefore

BE IT RESOLVED by the City Council of the City of Lake City, Florida:

1. Approving the First Amendment is in the public or community interest and for public welfare; and
2. In furtherance thereof, the First Amendment in the form of the Exhibit attached hereto should be and is approved by the City Council of the City of Lake City; and
3. The Mayor of the City of Lake City is the officer of the City duly designated by the City’s Code of Ordinances to enforce such rules and regulations as are adopted by the City Council of the City of Lake City; and
4. The Mayor of the City of Lake City is authorized and directed to execute on behalf of and bind the City to the terms of the First Amendment; and

5. All prior resolutions of the City Council of the City of Lake City in conflict with this resolution are hereby repealed to the extent of such conflict; and
6. This resolution shall become effective and enforceable upon final adoption by the City Council of the City of Lake City.

APPROVED AND ADOPTED, by an affirmative vote of a majority of a quorum present of the City Council of the City of Lake City, Florida, at a regular meeting, this ____ day of January, 2025.

BY THE MAYOR OF THE CITY OF LAKE CITY,
FLORIDA

Noah E. Walker, Mayor

ATTEST, BY THE CLERK OF THE CITY COUNCIL
OF THE CITY OF LAKE CITY, FLORIDA:

Audrey Sikes, City Clerk

APPROVED AS TO FORM AND LEGALITY:

Clay Martin, City Attorney

FIRST AMENDMENT
TO
EMPLOYMENT AGREEMENT

For good and valuable consideration, the mutual receipt of which is acknowledged by the parties, hereto, this First Amendment to Employment Agreement (the "First Amendment"), is made and entered into this ____ day of January, 2025, by and between the City of Lake City, Florida, a Florida municipality, (hereinafter called "Employer") and Donnie L. Rosenthal, (hereinafter called "Employee"), both of whom agree as follows:

1. Amendment. Section 3, Paragraph A of that certain Employment Agreement dated May 20, 2024 (the "Employment Agreement") by and between the Employer and Employee shall be amended as follows:

Section 3: Compensation.

1. Employer agrees to pay Employee an annual base salary of \$175,000.00, payable in installments at the same time the other employees of the Employer are paid.
2. Effect on Employment Agreement. The remaining provisions of the Employment Agreement, which provisions are not the subject of the amendment set forth herein shall remain in full force and effect.
3. Integration. This First Amendment sets forth and establishes the entire understanding between the Employer and the Employee relating to the employment of the Employee by the Employer. Any prior discussions or representations by or between the Employer and Employee are merged into and rendered null and void by this First Amendment. The Employer and Employee by mutual written agreement may amend any provision of this First Amendment during the life of the First Amendment. Such amendments shall be incorporated and made a part of this First Amendment.
4. Binding Effect. This First Amendment shall be binding on the Employer and the Employee as well as their heirs, assigns, executors, personal representatives, and successors in interest.
5. Severability. The invalidity or partial invalidity of any portion of this First Amendment will not affect the validity of any other provision. In the event that any provision of this First Amendment is held to be invalid, the remaining provisions shall be deemed to be in full force and effect as if they have been executed by both Employer and Employee subsequent to the expungement or judicial modification of the invalid provision.
6. Precedence. In the event of any conflict between the terms, conditions, and provisions of this First Amendment and the provisions of Council's policies, or Employer's ordinances or Employer's rules and regulations, or any permissive state or federal law, then, unless

**EXHIBIT TO
RESOLUTION**

**NOT FOR
EXECUTION**

otherwise prohibited by law, the terms of this First Amendment shall take precedence over contrary provisions of Council's policies, or Employer's ordinances, or Employer's rules and regulations or any such permissive law during the term of this First Amendment.

7. Effective Date. This First Amendment shall be retroactive in effect and become effective on December 16, 2024.

DATED this _____ day of January, 2025.

EMPLOYEE:

EMPLOYER:

Donnie L. Rosenthal
Employee

Noah E. Walker
Mayor

ATTEST:

Audrey Sikes
City Clerk

Approved as to form and content:

Clay Martin
City Attorney

**EXHIBIT TO
RESOLUTION**

**NOT FOR
EXECUTION**