

AMENDMENT TO EMPLOYMENT AGREEMENT

WHEREAS, the City of Lawrenceville, Georgia, a Georgia Municipal Corporation, as Employer, and Charles (Chuck) Warbington, as Employee, entered into an Employment Agreement (“the Agreement”) having a term of April 1, 2016, through March 31, 2018; and

WHEREAS, the Agreement provides that the Agreement may be extended for additional periods not to exceed two years, by affirmative vote of the governing Authority of the Employer with consent of the Employee: and

WHEREAS, the Employer and the Employee agreed to extend the Agreement for a term of April 1, 2018 through March 31, 2020; and

WHEREAS, the Employer and the Employee agreed to extend the Agreement for a term of April 1, 2020 through March 31, 2022; and

WHEREAS, the Employer and the Employee agreed to extend the Agreement for a term of April 1, 2022 through March 31, 2024; and

WHEREAS, the Employer and the Employee agreed to extend the Agreement for a term of April 1, 2024 through March 31, 2026; and

WHEREAS, the Employer and the Employee desire to extend the term of the Agreement and to provide for an annual base salary during the term of said extension;

NOW THEREFORE, in consideration of the mutual covenants herein, and other good and valuable consideration, receipt and sufficiency of which is hereby acknowledged, the parties do hereby agree as follows:

1. In accordance with the provisions of Section 2 of the Agreement, the Agreement for employment is hereby extended for a term of two years beginning on April 1, 2026, and ending on March 31, 2028.
2. Section 5 of the Agreement is hereby amended to provide that the Employer agrees to provide the Employee with a five per cent (5%) pay increase and to pay Employee for his services rendered during the extension period of April 1, 2026, through March 31, 2027, at an annual base salary of Three Hundred Sixteen Thousand Nine Hundred Fifty-Six Dollars (\$316,956.00), and to provide the Employee with a 5% pay increase for the extension period of April 1, 2027, through March 31, 2028, and to pay the Employee for that period at an annual base salary of Three Hundred Thirty Two Thousand Eight Hundred Four Dollars (\$332,804.00). The pay increase for the extension period of April 1, 2027, through March 31, 2028, is subject to a performance review and approval of the Employer prior to the date that the pay increase takes effect. The City Manager’s salary shall be payable in installments at the same time as

other management employees of the Employer are paid. In addition, Employer may increase said base salary and/or benefits of the Employee in such amounts and to such extent as Mayor and Council may determine if it is desirable to do on the basis of annual salary review of said Employee conducted prior to the end of each fiscal year.

Except as specifically amended herein, all other provisions of the Agreement as amended shall remain in full force and effect and be extended for the period of April 1, 2026 through March 31, 2028.

This Agreement shall become effective on April 1, 2026.

David R. Still
Mayor, City of Lawrenceville

Date: _____

ATTEST:

Karen Pierce
City Clerk

Charles (Chuck) Warbington
City Manager