CITY MANAGER
EMPLOYMENT AGREEMENT
AMENDMENT NO. 2

THIS AMENDMENT is made and entered into as of the date last set forth below, by and between the City of Sandy, a municipal corporation of the State of Oregon, hereinafter called "City," and Tyler Deems, hereinafter called "Manager."

WHEREAS, City and Manager entered an Employment Agreement effective September 15, 2023, as previously amended on March 19. 2025 (the "Agreement"); and

WHEREAS, City and Manager desire to amend the Agreement as specified below.

NOW, THEREFORE, in consideration of the above and the mutual covenants contained herein, City and Manager agree as follows:

Section 4.1 of the Agreement shall be amended to read as follows:

> 4.1 Salary. The City agrees to pay the Manager an annual base salary of one-hundred eighty thousand one-hundred seventy dollars ($180,170) payable on the same schedule as other employees of the City are paid and subject to all withholdings required by law. Manager shall be entitled to receive a Cost of Living Adjustment (COLA) to his salary in the same percentage amount and at the same time as may be given to City's Department Heads. The Manager's compensation may be considered for adjustment based on merit or market factors in conjunction with an evaluation conduction pursuant to Section 5.

All other terms of the Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the City Council of the City of Sandy has approved and caused this agreement to be signed and executed on its behalf by its Mayor, and the same has been signed and executed by Manager.

Kathleen Walker Mayor	Date	Tyler Deems	Date

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