

## CONDITIONAL RETROACTIVE COMPENSATION CONTRACT

THIS AGREEMENT is made and entered into this 30 day of 6, 2023, between the City of Saxman (hereinafter City) and Frank Seludo, (hereinafter Administrator).

WHEREAS, Saxman Municipal Code (SMC) 2.10.030 provides for an increase in the compensation for the Mayor during periods where the Mayor is serving as City Administrator; and

WHEREAS, Frank Seludo has been required to serve as City Administrator since late March 2023, which is a much longer time than expected due to delays in filing the position of City Administrator; and

WHEREAS, The City finds that the compensation provided for in SMC 2.10.030 is inadequate for long term service of the Mayor as City Administrator, and desires to increase the rate of compensation, subject to the condition that the change in compensation be approved by ordinance;

WHEREAS, The City finds that increasing the compensation retroactive to April 1, 2023, is appropriate if approved by the Council, and desires to reserve sufficient funds from the FY 2023 budget to make a retroactive payment if approved by the Council.

NOW, THEREFORE, City and Administrator agree to the following terms and conditions:

1. In recognition of the extended time the Mayor has been required to serve as administrator due to the delays in filling the position, the City shall pay Frank Seludo for his service as City Administrator retroactive to April 1, 2023, conditioned on:
  - A. Council approval, by ordinance, of an increase in Mayoral compensation; and
  - B. Council approval, by motion, of retroactive application of that rate of pay to April 1, 2023.
2. The City shall take such steps as are required reserve or encumber sufficient funds from FY 2023 to pay the FY 2023 payment of retroactive pay from FY 2023 funds to the extent that it is possible to do so.
3. Should the Council fail to approve either the ordinance change or a motion for retroactive pay before August 31, 2023 this agreement shall be void.

**IN WITNESS WHEREOF**, the parties have executed this Agreement effective the 30 day of 6, 2023

CITY OF SAXMAN

ACTING ADMINISTRATOR

William S Thomas Vice Mayor  
Name, Title

Luuk Helder  
Name

Date: 6-30-23

Date: 7/7/2023

ATTEST:

[Signature]  
Acting City Clerk