

RESOLUTION

AMENDING EMPLOYMENT AGREEMENT FOR MR. ROBERT C. MIDDAGH

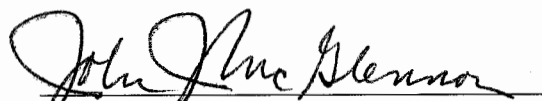
WHEREAS, Mr. Robert C. Middaugh has an employment agreement with James City County engaging his services as the County Administrator; and

WHEREAS, the various terms and conditions of Robert C. Middaugh's employment are spelled out in said employment agreement; and

WHEREAS, upon successful completion of Robert C. Middaugh's annual evaluation, the Board and Mr. Middaugh have agreed that certain amendments to the employment agreement are desired and appropriate.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of James City County, Virginia, hereby amends the employment agreement with Mr. Middaugh to serve as the County Administrator for James City County as follows:

1. Section 7 of the agreement titled Retirement, in Subsection B, is amended from a 5.5 percent contribution by the County to either a 401(C) plan or 457 plan of the employees choosing to a contribution of 8.5 percent.
2. Section 10 of the agreement titled severance, shall be amended in Subsection B, to read "If the Employee is terminated pursuant to Section 9, then the Employer shall maintain Employee on Employer's payroll for the earlier of six (6) months or until the Employee accepts and commences other employment. All benefits defined in this Agreement shall continue during the above-referenced period. In addition, in the event Employee does not accept other employment by the expiration of the six (6) month period, Employer shall pay to Employee, one month of the Employee's previous base salary in a lump sum until the earlier of six (6) months or until the Employee accepts and commences other employment."


John J. McGlennon
Chairman, Board of Supervisors

ATTEST:


Robert C. Middaugh
Clerk to the Board

	<u>AYE</u>	<u>NAY</u>	<u>ABSTAIN</u>
MCGLENNON	<u>X</u>	—	—
JONES	—	<u>X</u>	—
KENNEDY	—	<u>X</u>	—
ICENHOUR	<u>X</u>	—	—
BRADSHAW	<u>X</u>	—	—

Adopted by the Board of Supervisors of James City County, Virginia, this 13th day of August, 2013.

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