

**AMENDMENT TO THE  
CHARLOTTESVILLE CITY MANAGER  
EMPLOYMENT AGREEMENT**

**WHEREAS**, the Charlottesville City Council (hereinafter “Council”) entered into an Employment Agreement (hereinafter “Agreement”) with Dr. Tarron J. Richardson (hereinafter collectively “the Parties”) on April 15, 2019; and

**WHEREAS**, the Council and Dr. Richardson mutually desire to amend the Agreement; and

**WHEREAS**, the Parties agree that the interests of the Council and Dr. Richardson would best be met by a mutual dissolution of Dr. Richardson’s employment relationship with the City of Charlottesville; and

**WHEREAS**, the Parties agree that Dr. Richardson’s final date of employment with the City of Charlottesville will be September 30, 2020.

**NOW, THEREFORE**, in consideration of the mutual covenants and promises set forth herein, the Parties hereby agree to amend the Agreement as follows:

**SECTION 3** is amended to read as follows:

In the event that the Employee voluntarily resigns his position with the City, the Employee shall provide a minimum written notice of ~~seventy-five (75) nineteen (19)~~ days of his intent to resign to the City unless the Parties agree otherwise.

**SECTION 6** is amended to read as follows:

The City will provide the Employee severance benefits in a lump sum payment equal to one year of his annual salary on October 1, 2020. ~~if the City terminates his contract without cause after six months of the execution of his employment agreement. If the City terminates the Employee’s contract without cause~~ On October 1, 2020, the Employee will be paid for any unused annual leave pursuant to the terms of this contract. Additionally, beginning on October 1, 2020 ~~if the City terminates the Employee’s contract without cause~~, the City will pay the employer-provided premium contribution applicable to all City of Charlottesville employees for the Employee and his dependents to remain on the City’s health insurance plan for a period of one year. In the event that the Employee is eligible to receive health insurance from a different employer within the aforementioned one year time period, the City will cease providing health insurance to the Employee and his dependents.

---

Dr. Tarron J. Richardson  
City Manager

---

Nikuyah Walker  
Mayor

