AMENDMENT TO AT-WILL EMPLOYMENT AGREEMENT
OF TERRY CROWLEY

This Amendment ("Amendment") to the At Will Employment Agreement of Terry Crowley ("Employment Agreement"), said Employment Agreement having been effective October 11, 2010 between the City of Healdsburg and Terry Crowley, is hereby entered into and shall become effective as of November 18, 2014.

The terms of this Amendment are as follows:

Provision 1: The salary identified in Section 5 has been modified and shall be consistent with the executive management salary schedule adopted by City Council on November 17, 2014.

Provision 2: The Supplemental Benefits identified in Section 6 have been modified and are identified in the City of Healdsburg Executive Management Group Compensation and Benefit Package, dated November 2014, and now incorporated into the Employment Agreement.

Provision 3: Except as amended hereby, all terms and conditions of the Employment Agreement shall remain in full force and effect.

IN WITNESS WHEREOF the parties have executed this Amendment to be effective November 18, 2014.

City of Healdsburg	Employee
Marjie Pettus, City Manager	Terry Crowley

October 1, 2014

City Manager and Department Head Salaries

urrent ob Classification		A step	B step	Steps C step	D step	E step
dministrative Services Director	312	$10,017	$10,518	$11,044	$11,596	$12,176
ssistant City Manager	329	$11,860	$12,453	$13,076	$13,730	$14,417
ity Manager	339	$13,101	$13,756	$14,444	$15,166	$15,924
ommunity Services Director	315	$10,319	$10,835	$11,377	$11,946	$12,543
lectric Utility Director	319	$10,737	$11,274	$11,838	$12,430	$13,052
ire Chief	322	$11,062	$11,615	$12,196	$12,806	$13,446
lanning and Building Director	313	$10,117	$10,623	$11,154	$11,712	$12,298
olice Chief	326	$11,510	$12,086	$12,690	$13,325	$13,991
ublic Works Director	319	$10,737	$11,274	$11,838	$12,430	$13,052
tilities Director	329	$11,860	$12,453	$13,076	$13,730	$14,417
ffective 11/2/14						
dministrative Services Director	317	$10,518	$11,044	$11,596	$12,176	$12,785
ssistant City Manager	334	$12,453	$13,076	$13,730	$14,417	$15,138
ity Manager	344	$13,756	$14,444	$15,166	$15,924	$16,720
ommunity Services Director	320	$10,835	$11,377	$11,946	$12,543	$13,170
ectric Utility Director	324	$11,274	$11,838	$12,430	$13,052	$13,705
re Chief	327	$11,615	$12,196	$12,806	$13,446	$14,118
anning and Building Director	318	$10,623	$11,154	$11,712	$12,298	$12,913
olice Chief	331	$12,086	$12,690	$13,325	$13,991	$14,691
ublic Works Director	324	$11,274	$11,838	$12,430	$13,052	$13,705
tilities Director	334	$12,453	$13,076	$13,730	$14,417	$15,138
fective 7/1/15						
dministrative Services Director	319	$10,728	$11,265	$11,828	$12,419	$13,040
ssistant City Manager	336	$12,702	$13,337	$14,004	$14,705	$15,441
ty Manager	346	$14,031	$14,733	$15,470	$16,243	$17,055
ommunity Services Director	322	$11,052	$11,604	$12,185	$12,794	$13,434
ectric Utility Director	326	$11,499	$12,074	$12,678	$13,313	$13,979
re Chief	329	$11,847	$12,440	$13,062	$13,715	$14,401
anning and Building Director	320	$10,835	$11,377	$11,946	$12,544	$13,171
olice Chief	333	$12,327	$12,944	$13,591	$14,271	$14,984
ublic Works Director	326	$11,499	$12,074	$12,678	$13,313	$13,979
tilities Director	336	$12,702	$13,337	$14,004	$14,705	$15,441
fective 7/1/16						
dministrative Services Director	321	$10,943	$11,490	$12,065	$12,668	$13,301
ssistant City Manager	338	$12,956	$13,604	$14,284	$14,999	$15,749
ty Manager	348	$14,312	$15,027	$15,779	$16,568	$17,396
ommunity Services Director	324	$11,273	$11,836	$12,428	$13,050	$13,702
ectric Utility Director	328	$11,729	$12,316	$12,932	$13,579	$14,258
re Chief	331	$12,084	$12,688	$13,323	$13,990	$14,689
anning and Building Director	322	$11,052	$11,605	$12,185	$12,794	$13,435
olice Chief	335	$12,574	$13,203	$13,863	$14,556	$15,284
ublic Works Director	328	$11,729	$12,316	$12,932	$13,579	$14,258
tilities Director	338	$12,956	$13,604	$14,284	$14,999	$15,749

Classification	Salary Ranges* Current	11/2/2014	7/1/2015	7/1/2016
Administrative Services Director	312D	317D	319D	321D
Planning and Building Director	313E	318E	320E	322E
Fire Chief	322D	327D	329D	331D
Police Chief	326D	331D	333D	335D
Utilities Director	329E	334E	336E	338E

NOTE: Steps do not change - only range

* *COLA info only - does not include merit increases*