

RESOLUTION NO. 2025-50

**A RESOLUTION ADDING A SPECIAL PROVISION
TO THE CITY MANAGER'S EMPLOYMENT AGREEMENT**

WHEREAS, the City of Rockaway Beach ("City") and Luke Shepard ("City Manager") are parties to an Employment Agreement ("Agreement") executed November 23, 2022; and

WHEREAS, Section 14 of the Agreement provides that it may be amended by mutual written agreement of the parties; and

WHEREAS, given the political risk associated with the position of City Manager, the City Council wishes to provide additional stability by adding a special provision related to termination and severance during the 6-month period following swearing in of new Council members; and

WHEREAS, both parties wish to amend the Agreement as set forth below.

**NOW, THEREFORE, THE CITY OF ROCKAWAY BEACH RESOLVES AS
FOLLOWS:**

Section 1. The City Council approves the addition of the following provision to the Agreement under section 5, Special Provisions:

In the event the City Manager is terminated with or without cause by the City during the six (6) months immediately following the seating and swearing-in of one or more new governing body members and during such time the City Manager is willing and able to perform their duties under this Agreement, then City agrees to pay Severance in accordance with Section 10(a) and (b).

Section 2. The City Council authorizes the Mayor to execute this amendment to the agreement below.

Section 3. This Resolution shall be effective immediately upon adoption.

**APPROVED AND ADOPTED BY THE CITY COUNCIL THE 12TH DAY OF
NOVEMBER 2025.**

APPROVED



Charles McNeilly, Mayor

ATTEST


Melissa Thompson, City Recorder

The parties have entered into this amended agreement the date set forth in their signature acknowledgements below.

CITY MANAGER


Luke Shepard

Date: 11/13/25

CITY OF ROCKAWAY BEACH


Charles McNeilly, Mayor

Date: 11/12/2025