

**SECOND AMENDMENT**  
**TO SECOND RESTATED EMPLOYMENT CONTRACT**  
**BETWEEN GREGG GUETSCHOW AND**  
**CITY COUNCIL OF THE CITY OF CHARLOTTE**

AGREEMENT effective the \_\_\_\_\_ day of \_\_\_\_\_ 2020, by and between the City Council of the City of Charlotte, whose address is 111 E. Lawrence Avenue, Charlotte, MI 48813 (“City”), and Gregg Guetschow, whose address is 720 High Street, Charlotte, MI 48813 (“Guetschow”);

WITNESSETH:

WHEREAS, the City entered into the First Amendment to the Second Restated Employment Contract pursuant to the appointment of Gregg Guetschow as City Manager for the City effective July 1, 2018; and

WHEREAS, under the agreement, the date of expiration is June 30, 2020; and

WHEREAS, the parties agree that it is in the best interests of each to extend the term of the agreement until June 30, 2021; and

WHEREAS, the parties agree to a new salary of One Hundred Thousand Dollars (\$100,000) per year commencing July 1, 2020; and

WHEREAS, the parties agree that the remaining terms shall remain unchanged and remain in full force and effect until the new expiration date.

NOW, THEREFORE, it is mutually agreed as follows:

A. The City and Guetschow hereby extend the Second Restated Employment Contract, pursuant to this Second Amendment, effective July 1, 2020, and hereby amend paragraph 2 of said agreement to provide as follows:

2. **Term.** The term of this agreement is for one year, until June 30, 2021, renewable upon mutual agreement; provided, however, the Manager may terminate upon thirty (30) days’ written notice and the Council may terminate as provided in Section 7 of this agreement. The Council agrees that it shall establish certain goals and objectives upon which the Manager’s performance will be evaluated. The Council will conduct a performance evaluation prior to the renewal of this agreement, or any subsequent renewal of this agreement.

B. The City agrees to pay Guetschow a salary of One Hundred Thousand Dollars (\$100,000) per year in bi-weekly increments. The Council may not reduce this base salary.

C. That the remaining terms and conditions of the Second Restated Employment Contract, effective December 28, 2015, shall be, and hereby remain in full force and effect.

CITY OF CHARLOTTE

\_\_\_\_\_  
Yvonne Ridge, Mayor

\_\_\_\_\_  
Gregg Guetschow, City Manager

DATED: \_\_\_\_\_

\_\_\_\_\_  
Ginger Terpstra, City Clerk

DATED: \_\_\_\_\_

APPROVED AS TO FORM:

\_\_\_\_\_  
Thomas M. Hitch, City Attorney  
601 Abbot Road  
East Lansing, MI 48823  
517/351-0280