

**AMENDMENT  
TO EMPLOYMENT AGREEMENT**

**THIS AMENDMENT** to Employment Agreement is made and entered into this 4th day of June, 2003, by and between the CITY OF NAPLES, a Florida Municipal Corporation, and KEVIN J. RAMBOSK, City Manager.

**WITNESSETH**

**WHEREAS**, by Resolution 01-9184, the City Council approved a revised Employment Agreement with Kevin J. Rambosk as City Manager; and

**WHEREAS**, the parties desire to amend the Agreement by this Amendment pursuant to the terms and conditions contained herein.

**NOW, THEREFORE**, for good and valuable consideration, the receipt of which is hereby acknowledged, and in consideration of the mutual covenants, promises and conditions herein set forth, it is hereby acknowledged and agreed as follows:

1. The above recitals are true and correct and are incorporated herein by this Reference.

Section 10 shall be amended as follows:

**RETIREMENT.**

The Retirement Section has been amended to provide an equivalent option for consideration to address new pension benefit improvements negotiated for the Police Officers Pension and Retirement System. The effective date for payment shall be upon 2<sup>nd</sup> reading of improvements to the Police Pension Ordinance.

An annuity with VALIC financial advisors in order to provide a retirement option actuarially equivalent to the pension system improvement of \$461.80 monthly, is hereby approved.

If a future pension improvement is approved by the City Council and is effective retroactively to a date during the City Manager's employment tenure, the City Manager shall be eligible for the improvement as he normally would have been if he remained a member of the Police Pension System. However, any calculations of remuneration shall be limited to 1999 actual final average compensation and accrual estimates. Payment for said improvement shall be made in accordance with the Option above.

2. The terms of this Amendment shall control and take precedence over any and all terms, provisions and conditions of Original Agreement which might vary, contradict or otherwise be inconsistent with the terms and conditions hereof. All of the other terms, provisions and conditions of Original Agreement, except as expressly amended and modified by this Amendment, shall remain unchanged and are hereby ratified and confirmed and shall remain in full force and effect.
3. This Amendment may be executed in any number of counterparts, each of which shall be deemed to be an original as against any part whose signature appears thereon and all of which shall together constitute one and the same instrument.

**IN WITNESS WHEREOF**, the parties have caused this Amendment to be duly executed by their duly authorized officers, all as of the day and year first above written.

**ATTEST:**

**CITY OF NAPLES, FLORIDA**

By: \_\_\_\_\_  
Tara Norman, City Clerk

By: \_\_\_\_\_  
Bonnie R. MacKenzie, Mayor

Approved as to form and legal sufficiency:

By: \_\_\_\_\_  
Robert D. Pritt, City Attorney

\_\_\_\_\_  
Witness

By: \_\_\_\_\_  
Name: Kevin J. Rambosk,  
Title: City Manager

Amendment to agreement

