



**City of
McMinnville**

ADMINISTRATION

City Manager Employment Agreement

March 24, 2026

Major Terms

- Duties (I)
 - Ethics
 - Outside Employment/Interests
- Term/Termination (II)
 - Definition of “Cause”
 - Death or Disability
 - Mutual Agreement
- Compensation/Benefits (IV, V)
 - Car Allowance
- Performance Evaluation (VII)
 - Annual/Biennial
- Professional Development (VIII)
 - OCCMA Membership and Conferences
 - Other Training/Development
 - Local Engagement
- Confidentiality (X)

Residency

- Adam requests a term broader than strict residency as he hopes to move to property near, but outside City limits sometime in the future.
- Jeff Towery's Employment Agreement required residency
- This is not otherwise required by law or Charter
- Cities run the spectrum from strict, in-City residency, to no requirement at all.

Severance

- Adam requests 12 months severance, applicable upon execution of this agreement.
- Severance is tied to termination by the City without cause, and not applicable to any other termination situation.
- Jeff Towery's Employment Agreement included 6 months severance.
- The City Attorney had proposed an increasing scale, whereby each year of employment added a month to the severance amount.

Resolution

1. City Attorney to finalize the Employment Agreement according to the discussion tonight.
2. The Mayor is authorized to execute the amended Employment Agreement on behalf of the City