

RESOLUTION NO. 26-077

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF DIXON APPROVING THE FIRST AMENDMENT TO THE EMPLOYMENT AGREEMENT PROVIDING A TECHNOLOGY INCENTIVE TO THE ROBERT THOMPSON, CHIEF OF POLICE

WHEREAS, the City of Dixon utilizes information technology systems and contracted IT services to support municipal operations; and

WHEREAS, the Chief of Police has assumed additional responsibilities related to the oversight, coordination, and management of IT consultant services and technology systems supporting City-wide operations; and

WHEREAS, these responsibilities extend beyond the traditional scope of the Chief of Police position; and

WHEREAS, it is appropriate to provide additional compensation in recognition of these duties; and

WHEREAS, a First Amendment to the Employment Agreement has been developed to provide a five percent (5%) technology incentive tied to the assignment of these responsibilities.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Dixon approves the First Amendment to the Employment Agreement providing a five percent (5%) technology incentive to Robert Thompson, Chief of Police.

BE IT FURTHER RESOLVED, that the City Council authorizes the City Manager to execute the First Amendment to the Employment Agreement hereto attached.

BE IT FURTHER RESOLVED, the technology incentive shall take effect April 19, 2026, and remain in effect only for the duration of the assigned IT-related responsibilities and may be modified or discontinued at the City's discretion.

PASSED AND ADOPTED AS A RESOLUTION AT A REGULAR MEETING OF THE CITY COUNCIL OF THE CITY OF DIXON ON APRIL 7, 2026.

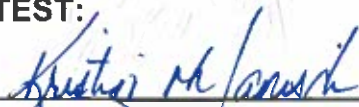
AYES: Bogue, Hendershot, Johnson, Ernest, Bird

NOES: None

ABSTAIN: None

ABSENT: None

ATTEST:



Kristin M. Janisch
Elected City Clerk



Steven C. Bird
Mayor

FIRST AMENDMENT TO EMPLOYMENT AGREEMENT REGARDING TECHNOLOGY INCENTIVE PAY

This First Amendment to Employment Agreement (“Amendment”), dated December 17, 2024, is entered into by and between the City of Dixon (“City”) and Robert Thompson (“Employee”) and is intended to memorialize the Parties’ agreement regarding additional compensation for technology-related oversight responsibilities. This Amendment shall become effective upon approval by the City Council and execution by Employee and the City Manager in accordance with Section 12.1 of the Employment Agreement.

1. Purpose

The purpose of this Amendment is to set forth the compensation for Employee’s additional technology-related oversight duties, including oversight and management of the City’s information technology (IT) consultant and associated systems supporting citywide operations, and to establish the terms for the conclusion of the temporary assignment.

2. Technology Incentive Pay

Effective April 19, 2026, the City shall provide Employee with a technology incentive equal to five percent (5%) of Employee’s base salary. This incentive shall continue for the duration of the temporary assignment and may be terminated at any time by either the City Manager or Employee as set forth in Section 5 below.

3. Duties and Responsibilities

This incentive set forth in Section 2 is provided in recognition of Employee’s additional responsibilities, which include, but are not limited to:

- Coordinating and overseeing the work of the City’s IT consultant as it relates to City-wide operations;
- Assisting in the planning, implementation, and maintenance of departmental technology systems;
- Serving as the primary liaison between the City and IT service providers; and
- Supporting cybersecurity awareness and compliance efforts within the City.

4. Compensation Treatment

The 5% technology incentive provided herein shall:

- Be reportable as special compensation to the extent permitted under applicable law and CalPERS regulations;
- Be included in payroll on a regular basis consistent with the City’s payroll practices;
- Be provided without any representation or guarantee by City regarding its treatment under CalPERS.

5. At-Will and Temporary Assignment

This incentive is tied to the assignment of additional IT-related responsibilities and shall remain in effect only for the duration of such assignment. The assignment shall continue at the sole discretion of the City Manager, who may modify or discontinue it at any time, with reasonable written notice to Employee. Employee acknowledges that he shall have no right to appeal or challenge any decision regarding the continuation, modification, or termination of the assignment or the associated incentive.

Employee may terminate this assignment at any time by providing reasonable written notice to the City Manager.

6. No Precedent

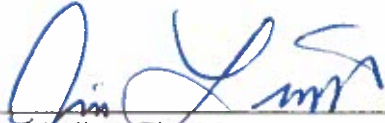
This Amendment is non-precedential and shall not establish a past practice or obligate the City to provide similar compensation to other employees or classifications.

7. Incorporation into Employment Agreement

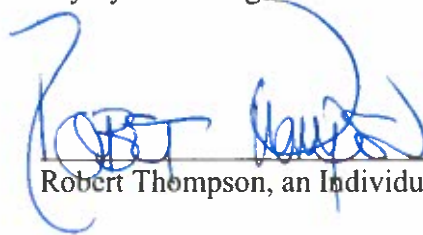
This Amendment to the Employment Agreement shall be incorporated into the Employment Agreement as a new Section 5.4. Except as expressly modified by this Amendment, all other terms and provisions of the Employment Agreement shall remain in full force and effect and are unaffected by this Amendment.

8. Entire Agreement

This Amendment constitutes the entire agreement between the parties with respect to the subject matter herein and may be amended only by written agreement mutually executed by both Parties.



Jim Lindley, City Manager
City of Dixon



Robert Thompson, an Individual

Dated: 4-8-26

Dated: 4/9/2026