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March 3, 2021

Mr. John Cabrales, Jr.
City Manager, City of Lake Dallas
414 Mimosa Drive
Denton, Texas 76201

Re: Unilateral Severance of Amended and Restated City Manager Employment Agreement dated October 27, 2020, and Effective January 1, 2021 (“Agreement”)

Dear John:

In accordance with the vote taken by the Lake Dallas City Council (“City Council”) at its special called meeting held on March 3, 2021, you are hereby notified that the City Council has voted pursuant to Section 6.4 of the Agreement to terminate the Agreement effective at Midnight on March 13, 2021 (the “Termination Date”). In accordance with the notice provided to you on February 25, 2021, you will remain on paid administrative leave from your position as City Manager until the Termination Date.

As a reminder, while on administrative leave, you are to conduct no City Manager Duties (as defined in the Agreement) except as may be directed by the Mayor. You are further directed to not come to City Hall or other City building or otherwise have contact with any City employee save and except the Acting City Manager, City Secretary, and the Finance Director, and then only as necessary to ask questions or provide any necessary information regarding your personal employee benefits and pay or to brief the Acting City Manager on pending matters that were not completed prior to your placement on administrative leave. You may also contact the City Attorney as necessary to address any questions about the City Council’s action, the Agreement generally, or to discuss matters of transition. If you have not already done so, you are further directed to leave all City-owned equipment, including laptops and other computers, telephones, and PDA’s in the City Manager’s office at City Hall and to deliver all keys to City Hall and any other City building to the City Secretary.

With respect to the payment of the Unilateral Severance Amount as required by Section 6.4(c) the Agreement, if you wish the payment to be made in anything other than a single lump sum payment, please send an email to the Acting City Manager with a copy to the City Secretary and the City Attorney prior to the Termination Date.

Should you have any questions going forward, please direct them to either the City Attorney or Acting City Manager.



Respectfully,

A handwritten signature in cursive script, reading "Michael D. Barnhart", written over a horizontal line.

Michael Barnhart, Mayor
City of Lake Dallas, Texas

Cc: City Councilmembers
Codi Delcambre, City Secretary
Kevin B. Laughlin, City Attorney