

**AMENDMENT NO. 2 TO EMPLOYMENT AGREEMENT BETWEEN
THE CITY OF SAN LEANDRO AND FRANCES ROBUSTELLI**

This Amendment No. 2 to the employment agreement between City of San Leandro and Frances Robustelli is dated for convenience as of _____.

For good and valuable consideration the receipt of which is hereby acknowledged, the City of San Leandro and Frances Robustelli mutually agree to amend City Manager Frances Robustelli's current employment agreement as follows:

- A. Section 7.a., Salary, is amended as follows: Effective January 1, 2023, the City Manager's current annual salary shall increase by 10%. Thereafter, the annual salary shall increase as follows:
- A four percent (4%) across the salary schedule adjustment effective July 1, 2024.
 - A four percent (4%) across the salary schedule adjustment effective July 1, 2025.
 - A three percent (3%) across the salary schedule adjustment effective July 1, 2026.
- Salary schedules are provided as Attachment B.
- B. Section 7.c., Management Incentive Pay is amended so that the management incentive pay currently accorded to department heads at the rate of 120 hours per calendar year shall cease upon being rolled into the City Manager's base salary effective January 1, 2023.
- C. Section 7.d.vii. Deferred Compensation Plan is amended to reflect the City will match employee's contribution to the Section 457 plan each pay period up to a maximum of 5% of employee's base pay.
- D. Section 10. Performance Evaluation is amended to add the following sentence, "Beginning with the Employee's 2024 evaluation, and each annual evaluation thereafter, the City Council may consider an additional performance-based salary adjustment up to five percent (5%). Any performance-based salary adjustment shall be dependent upon Employee's success in implementing the City Council's goals and priorities set the preceding year."
- E. **Effect:** Except as modified by this amendment, the agreement and all of its terms, conditions, and provisions shall remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have executed this Amendment upon the date of the second signature below.

Mayor Juan González for the

CITY OF SAN LEANDRO

FRANCES ROBUSTELLI

Date: _____

Date: _____

CITY OF SAN LEANDRO
City Manager Classification
Effective 01/01/2023

CLASSIFICATION	<i>Monthly</i>
City Manager	27,826

CITY OF SAN LEANDRO
City Manager Classification
Effective 07/01/2024

CLASSIFICATION	<i>Monthly</i>
City Manager	28,939

CITY OF SAN LEANDRO
City Manager Classification
Effective 07/01/2025

CLASSIFICATION	<i>Monthly</i>
City Manager	30,097

CITY OF SAN LEANDRO
City Manager Classification
Effective 07/01/2026

CLASSIFICATION	<i>Monthly</i>
City Manager	31,000