

FIRST AMENDMENT TO EMPLOYMENT AGREEMENT

THIS FIRST AMENDMENT TO EMPLOYMENT AGREEMENT is made July 15, 2025 between Jennifer Ott ("Ott"), an individual, and the City of Alameda, California ("City"), a California charter city and municipal corporation.

RECITALS

- A. City and Ott have entered into an Employment Agreement ("Agreement") by which Ott serves as the City Manager of the City.
- B. Ott has since served as City Manager in accordance with the City Charter.
- C. City and Ott wish to amend the Agreement as set forth herein.

NOW, THEREFORE, in consideration of the mutual covenants set forth below, Shen and City agree as follows:

Section 1. Section 6. SALARY of the Agreement is amended to read:

"6. SALARY

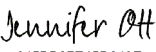
Ott shall receive an annual base compensation of \$359,969 effective July 13, 2025. Salary is to be paid bi-weekly. The City Council shall not decrease Ott's compensation unless and except in the case of an across the board salary or other compensation decrease (including furloughs) applicable to all employees covered by the Executive Management Compensation Plan. Ott shall receive the same percentage of salary or wage increase, and in the same manner and time, as provided to miscellaneous employees in the Executive Management Compensation Plan, including the general cost of living adjustment scheduled to be implemented on or around July 13, 2025."

Section 2. In all other respects, the Agreement, as first amended, will remain in full force and effect.

CITY OF ALAMEDA

JENNIFER OTT

Marilyn Ezzy Ashcraft, Mayor

Signed by:

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Attest:

Lara Weisiger, City Clerk

Approved as to form:

Signed by:

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Michael Roush, Special Counsel