

# **FIRST AMENDMENT TO EMPLOYMENT AGREEMENT**

**November 7, 2023**

This First Amendment to Employment Agreement ("Agreement") is made between Yibin Shen ("Shen"), an individual, and the CITY OF ALAMEDA, CALIFORNIA (the "City"), a California charter city and municipal corporation.

## **RECITALS**

WHEREAS, the City and Shen currently operate pursuant to an employment agreement dated June 19, 2022 setting forth terms and conditions of employment; and

WHEREAS, on November 15, 2022 the City approved amendments to the Executive Management Compensation ("EXME") Plan which granted three additional Administrative Leave days to EXME members, which reflects the same grant to other bargaining groups, including MCEA and EUPA; and

WHEREAS, because the City Attorney is not a member of EXME, the City Council must take separate affirmative action to grant the same benefit to the City Attorney; and

WHEREAS, both parties desire to amend the Agreement to provide the same benefit to the City Attorney, as previously approved for EXME members.

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

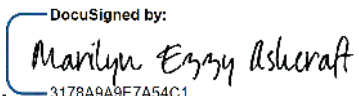
### Section 1.

Commencing on November 12, 2022, Shen shall receive three additional Administrative Leave days annually, which shall be administered consistent with Section 11 of the Agreement. Additionally, any future general grant of Administrative Leave days provided to members of EXME shall automatically apply to Shen.

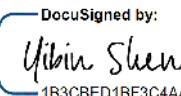
### Section 2.

All other terms and conditions of the Agreement not modified herein shall remain in full force and effect.

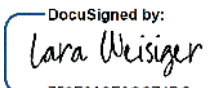
CITY OF ALAMEDA

By:  \_\_\_\_\_  
3178A9A9E7A54C1...  
Marilyn Ezzy Ashcraft  
Mayor

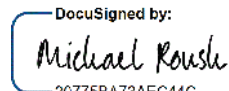
YIBIN SHEN

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Attest:

By:  \_\_\_\_\_  
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Lara Weisiger  
City Clerk

Approved as to form:

By:  \_\_\_\_\_  
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Michael H. Roush  
Special Counsel