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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.

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CITY OF ALAMEDA

By: DocuSigned by: Marilyn Ezzy Ashcraft 3178A9A9E7A54C1...

Marilyn Ezzy Ashcraft
Mayor

Attest:

By: DocuSigned by: Lara Weisiger 759F6A0E8CC74DC...

Lara Weisiger
City Clerk

Approved as to form:

By: DocuSigned by: Michael Roush 20775BA73AEC44C...

Michael H. Roush
Special Counsel

YIBIN SHEN

DocuSigned by: Yibin Shen 1B3CBED1BF3C4AA...