FOURTH AMENDMENT TO EMPLOYMENT AGREEMENT

THIS FOURTH AMENDMENT TO EMPLOYMENT AGREEMENT is made July __, 2026 between Yibin Shen ("Shen"), an individual, and the City of Alameda, California ("City"), a California charter city and municipal corporation.

RECITALS

A. City employed Shen as City Attorney on June 19, 2019 and entered into an Employment Agreement ("Agreement") at that time.
B. Shen has since served as City Attorney in accordance with the City Charter.
C. The Agreement was amended on June 19, 2022, November 7, 2023, April 1, 2025, and July 15, 2025
D. City and Shen wish to amend the Agreement further 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

Shen shall receive an annual base compensation of $379,124, effective July 12, 2026. Salary is to be paid bi-weekly. The City Council shall not decrease Shen'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. Salary is to be paid at the same intervals and in the same manner as other City Department Heads. As to the $379, 124, Shen shall also receive the same percentage of salary or wage increase, and in the same manner and time, as provided to employees in the Executive Management Compensation Plan, including the general cost of living adjustment scheduled to be implemented in July 2026. For purposes of conducting salary and other employment benefit surveys for the City Attorney, the City shall use the following: the cities of Berkeley, Hayward, Livermore, Pleasanton, Burbank, Pasadena, Santa Monica, and the Chief Assistant County Counsel classification in the County of Alameda."

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

CITY OF ALAMEDA

_____
Marilyn Ezzy Ashcraft, Mayor

YIBIN SHEN

_____

Attest:

_____
Lara Weisiger, City Clerk

Approved as to form:

_____
Michael Roush, Special Counsel