

Contract No. 22,636-1

FIRST AMENDMENT TO AT-WILL EMPLOYMENT AGREEMENT

BETWEEN THE CITY OF PASADENA

AND

STEVEN B. MERMELL

This **FIRST AMENDMENT TO AGREEMENT** is entered into this 8th day of January, 2018 by and between the City of Pasadena, a municipal corporation (hereinafter the "City") and Steven B. Mermell (hereinafter "Employee").

RECITALS

WHEREAS, the City and Employee entered into an At-Will Employment Agreement ("Agreement") on August 8, 2016, setting forth the terms of Employee's employment as the City Manager; and

WHEREAS, it is the desire of the CITY to continue to retain the services of EMPLOYEE as City Manager and the desire of the EMPLOYEE to continue to serve in that capacity;

WHEREAS, both parties hereto agree to amend the Agreement as follows:

NOW THEREFORE, in consideration of the mutual promises, covenants and conditions herein contained, the parties hereto agree as follows:

1. Section 3A is amended to read, in its entirety, as follows:

"A. City agrees to pay EMPLOYEE a base salary of \$286,000 annually, subject to legally permissible or required deductions, prorated and paid on the City's normal paydays, effective August 7, 2017."

2. Section 3B is amended to read, in its entirety, as follows:

"B. EMPLOYEE'S base salary shall be reviewed by the City Council during the performance review process. Salary increases resulting from such reviews shall be at the discretion of the City Council, in conjunction with EMPLOYEE and unless amended shall not exceed the control rate of \$286,000, effective August 7, 2017."

3. Section 3D is amended to read, in its entirety, as follows:

9. Pension Contribution: EMPLOYEE will make an additional employee-paid pension contribution to the California Public Employees' Retirement System (CalPERS) of 2% of base salary as pre-tax cost sharing effective November 13, 2017. This 2% contribution is in addition to the existing 8% contribution for a total employee-paid pension contribution of 10%.

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

CITY OF PASADENA

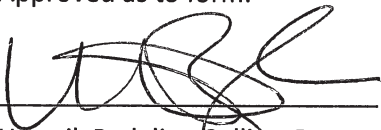
Date

Terry Tornek, Mayor

Date

Steven B. Mermell, Employee

Approved as to form:



Hasmik Badalian Collins, Deputy City Attorney