

Contract No. 23,016-5

FIFTH AMENDMENT TO AT-WILL EMPLOYMENT AGREEMENT

BETWEEN THE CITY OF PASADENA

AND

MICHELE BEAL BAGNERIS

This **FIFTH AMENDMENT TO AGREEMENT** is entered into this 4th day of December, 2023 by and between the City of Pasadena, a municipal corporation (hereinafter the "City") and Michele Beal Bagneris (hereinafter "Employee").

RECITALS

WHEREAS, the City and Employee entered into an At-Will Employment Agreement ("Agreement") on August 27, 2018, setting forth the terms of Employee's employment as the City Attorney/City Prosecutor; and

WHEREAS, the City and Employee entered into a first amendment to the Employment Agreement ("Agreement") on February 25, 2019; and

WHEREAS, the City and Employee entered into a second amendment to the Employment Agreement ("Agreement") on March 9, 2020; and

WHEREAS, the City and Employee entered into a third amendment to the Employment Agreement ("Agreement") on December 13, 2021; and

WHEREAS, the City and Employee entered into a fourth amendment to the Employment Agreement ("Agreement") on November 21, 2022; and

WHEREAS, it is the desire of the CITY to continue to retain the services of EMPLOYEE as City Attorney/City Prosecutor 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 \$319,300 (three hundred nineteen thousand three hundred dollars) annually, subject to legally permissible or required deductions, prorated and paid on the City's normal paydays, effective June 19, 2023.

City agrees to pay EMPLOYEE a base salary of \$335,265 (three hundred thirty-five thousand and two hundred sixty-five dollars) annually, subject to legally permissible or required deductions, prorated and paid on the City's normal paydays, effective the pay period that includes November 1, 2023.

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 \$335,265 (three hundred thirty-five thousand and two hundred sixty-five dollars) annually, effective the pay period that includes November 1, 2023.”

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

CITY OF PASADENA

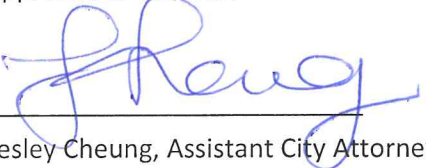
Date

Victor Gordo, Mayor

Date

Michele Beal Bagneris, Employee

Approved as to form:



Lesley Cheung, Assistant City Attorney