

**THIRD AMENDMENT TO AGREEMENT FOR SERVICES
BETWEEN THE CITY OF SUNNYVALE AND
KENT STEFFENS**

THIS THIRD AMENDMENT TO THE AGREEMENT FOR SERVICES is entered into this 11th day of December 2020, by THE CITY COUNCIL OF THE CITY OF SUNNYVALE ("City Council") and KENT STEFFENS ("Employee").

WHEREAS, on January 11, 2018, the City Council and Employee entered into an Agreement for Services (the "Agreement"); and

WHEREAS, on December 8, 2020, at its regular meeting, the City Council approved an increase to Employee's salary totaling 6.5% and a one-time bonus of ten thousand dollars (\$10,000).

NOW, THEREFORE, the parties agree to amend the Agreement as follows:

1. Section 3.3 (Salary Adjustments) is hereby amended to read as follows:

3.3. Salary Adjustments. Employee shall receive an annual salary increase of three percent (3%), beginning with the pay period including January 1, 2019, until reaching the maximum salary range as approved and that may be amended by the City Council from time to time. Notwithstanding the preceding, the City Council may, by a majority vote, approve modifications to the Employee's annual salary increases. Effective the pay period including January 1, 2019, Employee's salary shall be increased to three hundred fifteen thousand six hundred thirty-three dollars (\$315,633.00) per year. Effective the pay period including January 1, 2020, Employee's salary shall be increased to three hundred thirty-two thousand nine hundred ninety three dollars (\$332,993.00) per year. Effective the pay period including December 27, 2020, Employee's salary shall be increased to three hundred fifty-four thousand six hundred thirty seven dollars (\$354,637.00) per year.

2. Section 3.6 (One-Time Bonus) is hereby added to the Agreement to read as follows:

3.6. One-Time Bonus. The City will pay Employee a one-time bonus of ten-thousand dollars (\$10,000.00) in the pay period including December 27, 2020 (pay date January 14, 2021).

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3. All the terms and conditions of the Agreement not specifically modified by this Second Amendment remain in full force and effect.

WITNESS THE EXECUTION HEREOF, on the day and year first written above.

CITY OF SUNNYVALE

By  _____
DocuSigned by:
36C5F28A37A9448...

Mayor

Dated: 12/14/2020 _____

EMPLOYEE

 _____
DocuSigned by:
40B2D2D8FEDC4D8...
KENT STEFFENS

Dated: 12/14/2020 _____

ATTEST:

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DocuSigned by:
663E57B921394E1...
CITY CLERK

APPROVED AS TO FORM:

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DocuSigned by:
09A1ACB0C36245F...
ASSISTANT CITY ATTORNEY