

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

THIS SECOND AMENDMENT TO THE AGREEMENT FOR SERVICES is entered into this 29<sup>th</sup> day of January 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 January 14, 2020, at its regular meeting, the City Council approved an increase to Employee's salary totaling 5.5% and an increase to the City's contribution to employee's 401(a) account.

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.

2. Section 3.5.4 (Additional Retirement Contributions) is hereby amended to read as follows:

3.5.4. Additional Retirement Contributions. The City will contribute annually to Employee's Section 401(a) defined contribution plan the amounts established by the Internal Revenue Service for the annual elective deferral limit and age 50 or older "catch-up" contributions for 401(k) plan employee contributions (e.g., total of \$26,000 in 2020).

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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 Larry Klein

Mayor

Dated: 1/27/20

EMPLOYEE

Kent Steffens  
KENT STEFFENS

Dated: 1-28-20

ATTEST:

Sandra Barajas  
for CITY CLERK

APPROVED AS TO FORM:

Melissa Thongat  
ASSISTANT CITY ATTORNEY