

CITY OF SELMA

EMPLOYMENT AGREEMENT ADDENDUM

This Employment Agreement Addendum (“Addendum”) is made and entered into between the City of Selma (“City”) and Fernando Santillan (“Employee”).

Whereas the Employee’s employment relationship with the City is governed by the Contract of Employment (“Agreement”) dated December 6, 2021, attached hereto as Exhibit 1, and

Whereas the City and Employee entered into a Settlement Agreement, which extended Employee’s contract to 2032.

Accordingly, the parties agree that the Agreement is amended as follows:

Section II: TERM. The term of this Employment Agreement shall be (11) years effective on December 8, 2021 and will remain in full force and effect until December 8, 2032, unless otherwise terminated as set forth herein.

Section III: COMPENSATION.

Year Seven: December 8, 2027 to December 7, 2028: Two Hundred Eighty One Thousand Four Hundred Eighteen Dollars and Zero Cents (\$281,418.00).

Year Eight: December 8, 2028 to December 7, 2029: Two Hundred Ninety Five Thousand Four Hundred Eighty Eight Dollars and Zero Cents (\$295,488.00).

Year Nine: December 8, 2029 to December 7, 2030: Three Hundred Ten Thousand Two Hundred Sixty Dollars and Zero Cents (\$310,262.00)

Year Ten: December 8, 2030 to December 7, 2031: Three Hundred Twenty Five Thousand Seven Hundred Seventy Five Dollars and Zero Cents (\$325,775.00)

Year Eleven: December 8, 2031 to December 8, 2032: Three Hundred Forty Two Thousand Sixty Three Dollars and Zero Cents (\$342,063.00)

Section IV: TERMINATION AND SEVERANCE PAY

A. The City Council may terminate this Agreement, subject to a unanimous vote of all duly sworn council members currently installed at the time of the vote, for convenience in its absolute discretion upon sixty (60) days written notice to Employee, except the City Council may not terminate this Agreement for convenience as set forth in the then applicable provisions of the City's Code. D. Severance pay in these circumstances shall be based on the salary payable to the employee in Year Eleven of this agreement (i.e. salary at full contract term). Any unilateral changes to this Agreement by Council shall constitute constructive termination.

Except as set forth in this Addendum, all other terms and conditions of the Agreement shall remain in full force and effect.

Date: _____ Sign:

Fernando Santillan, Employee

Date: _____ Sign:

City of Selma