

**AMENDMENT TO THE EMPLOYMENT AGREEMENT
BETWEEN THE CITY OF SALINAS
AND CHRISTOPHER A. CALLIHAN, CITY ATTORNEY**

The Employment Agreement between the City of Salinas and Christopher A. Callihan, approved by the City Council on December 1, 2015, is hereby amended as follows:

1. Section 7.1 of the Employment Agreement is hereby amended to an annual salary of One Hundred Ninety-Four Thousand Five Hundred Ninety Dollars (\$194,590). In addition, the annual salary will be increased two and a half percent (2.5%) effective with the payroll period inclusive of January 1, 2018 and two and a half percent (2.5%) effective with the payroll period inclusive of January 1, 2019.
2. Section 7.4 of the Employment Agreement is hereby amended to state that effective beginning in January 2018, the City will contribute a flat dollar amount toward monthly health benefits premiums equal to 95% of the PERS Choice Plan premium for the level of coverage the employee has selected. Callihan shall pay for premium costs above the City contribution through payroll deductions. The City will continue to pay the full amount of premiums for dental and vision plans.
3. Section 7.6 of the Employment Agreement is hereby amended to state that Callihan shall receive 240 hours of Management/Administrative Leave each calendar year.
4. Section 4 of the Employment Agreement is hereby amended to state that the term is effective until January 27, 2024, at which time it shall expire. As part of Callihan's annual performance review, the City Council may decide to extend the Agreement.
5. This Amendment shall be effective beginning with the payroll period inclusive of January 1, 2017.
6. All of the other terms and conditions of the Employment Agreement shall remain in full force and effect as originally written therein.

Dated: December 6, 2016

Joe Gunter, Mayor

Christopher A. Callihan, City Attorney