

## **EIGHT AMENDMENT TO THE TOWN ATTORNEY EMPLOYMENT AGREEMENT**

This Amendment to Town Agreement AGR13.180 is entered into this 16<sup>th</sup> day of November, 2021, by and between the Town of Los Gatos, a municipal corporation ("TOWN") and Robert Schultz ("EMPLOYEE").

### **RECITALS:**

**WHEREAS**, Town and Robert Schultz executed an Agreement effective December 12, 2013 to provide Town Attorney services to the Town;

**WHEREAS**, a First Amendment to the Agreement was executed on December 17, 2015 to amend the employment agreement to award a 2% wage increase to the annual base salary, effective with the Town Attorney's anniversary date of December 12, 2014 and a lump sum performance bonus of \$2,000; and

**WHEREAS**, a Second Amendment to the Agreement was executed on January 19, 2016 to amend the employment agreement to award a 5% wage increase to the annual base salary, effective with the Town Attorney's anniversary date of December 12, 2015 and a lump sum performance bonus of \$5,000; and

**WHEREAS**, a Third Amendment to the Agreement was executed on February 7, 2017 to amend the employment agreement to award a 2.5% wage increase to the annual base salary, effective with the Town Attorney's anniversary date of December 12, 2016, a lump sum performance bonus of \$2,500, and transfer the \$350 per month (\$4,200 annually) car allowance to annual base salary; and

**WHEREAS**, a Fourth Amendment to the Agreement was executed on January 16, 2018 to amend the employment agreement to award a \$7,607 wage increase to the annual base salary, effective January 16, 2018, and a one-time lump sum performance bonus of \$3,000; and

**WHEREAS**, a Fifth Amendment to the Agreement was executed on December 4, 2018 to amend the employment agreement to award a \$10,000 wage increase to the annual base salary, effective with the Town Attorney's anniversary date of December 12, 2018, and a one-time lump sum performance bonus of \$3,225; and

**WHEREAS**, a Sixth Amendment to the Agreement was executed on December 3, 2019 to amend the employment agreement to award a \$10,000 wage increase to the annual base salary, effective with the Town Attorney's anniversary date of December 12, 2019, and a one-time lump sum performance bonus of \$5,000.

**WHEREAS**, a Seventh Amendment to the Agreement was executed on November 3, 2020 to amend the employment agreement to award a \$10,000 wage increase to the annual base salary,

effective with the Town Attorney's anniversary date of December 12, 2020, and a one-time lump sum performance bonus of \$5,000.

**WHEREAS**, on the basis of the annual evaluation, the Town Council desires to amend the employment agreement to award a \$4,900 wage increase to the annual base salary, effective with the on October 1, 2021.

**IT IS THEREFORE AGREED** by the parties as follows:

Section 4 of the Agreement is amended to read as follows:

4. Compensation

(a) Base Salary.

(1) The Town Attorney is awarded a \$4,900 wage increase for a total annual base salary of \$249,900, effective October 1, 2021.

(f) Leave and Benefits.

The Town Attorney is awarded a one-time eight (8) hour floating holiday to be used by June 30, 2022. The holiday is not available for cash-out.

**IN WITNESS WHEREOF**, the parties have executed this Amendment to the Town Attorney Agreement on the date written above.

TOWN OF LOS GATOS

\_\_\_\_\_  
Marico Sayoc, Mayor

\_\_\_\_\_  
Robert Schultz, Town Attorney

ATTEST:

\_\_\_\_\_  
Shelley Neis, Town Clerk