

SEVENTH AMENDMENT TO THE TOWN ATTORNEY EMPLOYMENT AGREEMENT

This Amendment to Town Agreement AGR13.180 is entered into this 3rd day of November, 2020, 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, on the basis of the annual evaluation, the Town Council desires 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.

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 \$10,000 wage increase for a total annual base salary of \$245,000, effective December 12, 2020.

(b) Performance Review.

(1) On the basis of an annual performance evaluation covering the seventh year of employment from December 2019 to December 2020, the Town Attorney is awarded a one-time lump sum performance bonus of \$5,000.

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

TOWN OF LOS GATOS

Marcia Jensen, Mayor

Robert Schultz, Town Attorney

ATTEST:

Shelley Neis, Town Clerk