

Exhibit "B"

**FIRST AMENDMENT
TO
CITY MANAGER EMPLOYMENT AGREEMENT**

THIS FIRST AMENDMENT TO CITY MANAGER EMPLOYMENT AGREEMENT (this "Amendment") is entered into as of the 12 day of November, 2024 ("Effective Date") between the City Council of and on behalf of the City of Needles (the "City") and Patrick Martinez (the "City Manager" or the "Employee").

RECITALS

A. City and Employee executed that certain City Manager Employment Agreement ("Agreement") entered into as of April 25, 2023;

B. The parties now wish to amend the Agreement as set forth below.

AMENDMENT

A. Article II is hereby amended to read as follows:

II. SALARY

"City Manager's salary shall be Two Hundred and Seventeen Thousand Dollars (\$217,000.00) per year commencing on the Effective Date, which sum shall be paid pursuant to the procedures regularly established, and as they may be amended by the City in its sole discretion. On each Anniversary of the Agreement, the salary may be adjusted in an amount to be determined in the discretion of the City Council.

The position of City Manager is an exempt position under state and federal wage and hour laws. Employee's compensation (whether salary, benefits or other allowances) is not based on hours worked and Employee shall not be entitled to any compensation for overtime. Employee is expected to engage in those hours of work that are necessary to fulfill the obligations of the City Manager position. The City manager does not have set hours of work as the City Manager is expected to dedicate himself on a full-time basis to serving as the City Manager and to be available at all reasonable and relevant times."

B. General. Except as modified by this Amendment, all of the terms of the Agreement shall remain in full force and effect. In the event of a conflict between the terms of this Amendment and the Agreement the terms of this Amendment shall control and supersede any such inconsistent or conflicting terms. Capitalized terms not otherwise defined in this Amendment shall have the meanings ascribed to such terms by the Agreement. The recitals in this Amendment are incorporated herein.

Exhibit "B"

Executed by the Parties to be effective as of the date first written above.

"CITY"

CITY OF NEEDLES

By: _____
Janet Jernigan, Mayor

ATTEST

By: _____
Candace Clark, Acting City Clerk

APPROVED AS TO FORM

By: _____
John Pinkney, City Attorney

"EMPLOYEE"

By: _____
Patrick Martinez