

**SECOND AMENDMENT TO EMPLOYMENT AGREEMENT
BETWEEN THE CITY OF SUTTER CREEK AND TOM DUBOIS**

This Second Amendment (“Second Amendment”) to the Employment Agreement between the City of Sutter Creek and Tom Dubois (“Employee”), dated November 7, 2023 (“Employment Agreement”), is entered into and effective on February 3, 2025 (“Effective Date of the Second Amendment”). The Employment Agreement shall be amended as set forth below. All other terms of the Employment Agreement not amended shall remain the same as stated.

1. **Section 4.B.6** to the Employment Agreement, as amended in the First Amendment to the Employment Agreement, is replaced in full to state as follows:

“6. Housing Allowance – Effective and retroactive to the first payroll on or after January 1, 2026, and continuing on the first payday of each successive month, the Employee will receive \$1, 250.00 per month as a housing allowance.”

2. **Section 6A** is added to the Employment Agreement to appear between Sections 6 and 7 of the Employment Agreement and to state as follows:

“6A. **Remote Work Authorized.** On or after the Effective Date of the Second Amendment, Employee is authorized to work remotely on alternating two-week schedules in which Employee works three days at City Hall on the first week, and four days at City Hall on the following week. Employee shall maintain reasonably continuity in the days of each week in which he works at City Hall and shall consult with the Mayor in setting the days of the respective weeks in which he works remotely.”

Tom Dubois
City Manager

Claire Gunselman
Mayor

Approved as to Form:

Derek P. Cole
City Attorney