

**FIRST AMENDMENT TO AGREEMENT FOR SERVICES  
BETWEEN THE CITY OF SUNNYVALE AND  
KENT STEFFENS**

**THIS FIRST AMENDMENT TO THE AGREEMENT FOR SERVICES** is entered into this \_\_\_\_\_ day of January 2019, by THE CITY COUNCIL OF THE CITY OF SUNNYVALE ("City Council") and KENT STEFFENS ("Employee").

**WHEREAS**, on January 11, 2018, the City Council and Employee entered into an Agreement for Services (the "Agreement"); and

**WHEREAS**, on January 15, 2019, at its regular meeting, the City Council approved a four and one half (4.5%) percent increase to Employee's salary.

**NOW, THEREFORE**, the parties agree to amend the Agreement as follows:

1. Section 3.3 (Salary Adjustments) is hereby amended to read as follows:

3.3. Salary Adjustments. Employee shall receive an annual salary increase of three percent (3%), beginning with the pay period including January 1, 2019, until reaching the maximum salary range as approved and that may be amended by the City Council from time to time. Notwithstanding the preceding, the City Council may, by a majority vote, approve modifications to the Employee's annual salary increases. Effective the pay period including January 1, 2019, Employee's salary shall be increased to three hundred fifteen thousand six hundred thirty-three dollars (\$315,633.00) per year.

2. All the terms and conditions of the Agreement not specifically modified by this First Amendment remain in full force and effect.

**WITNESS THE EXECUTION HEREOF**, on the day and year first written above.

**CITY OF SUNNYVALE**

By Larry Klier

Mayor

Dated: 2-5-2019

ATTEST:

[Signature]  
CITY CLERK

APPROVED AS TO FORM:

[Signature]  
ASSISTANT CITY ATTORNEY

**EMPLOYEE**

Kent Steffens  
KENT STEFFENS

Dated: 2-5-19