

**AMENDMENT # 1 TO THE AGREEMENT FOR EMPLOYMENT OF  
MICHELLE FITZER**

The Employment Agreement dated November 2015 made and entered into by and between the City of Pinole ("the City"), a general law city, and Michelle Fitzer ("Fitzer" or "Employee") is being amended to reflect a three percent (3%) cost of living allowance effective July 11, 2016.

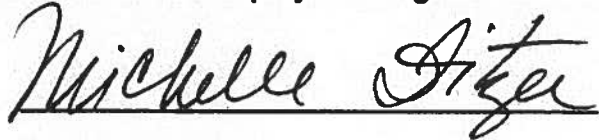
The Parties hereby agree to Amendment of the following sections of the Employment Agreement to read:

**Section 6 Compensation**

a. *Fitzer shall be paid an annual base salary of \$194,670, less all applicable federal, state and local withholdings.*

All other terms and conditions of the November 2015 Employment Agreement shall remain in full force and effect.

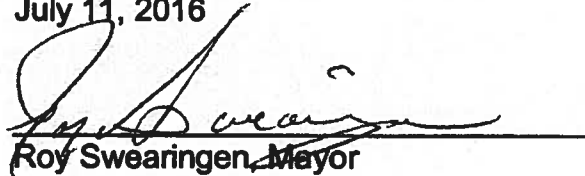
**Michelle Fitzer**



DATED:

July 11, 2016

**CITY**

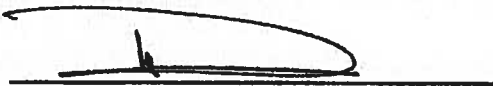
  
Roy Swearingen, Mayor

DATED:

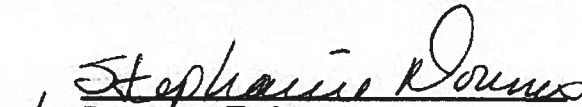
7/27/16

ATTEST:

APPROVED AS TO FORM:



Hector De La Rosa  
Deputy City Clerk

*for*   
Benjamin T. Reyes II  
City Attorney

**AMENDMENT # 2 TO THE AGREEMENT FOR EMPLOYMENT OF  
MICHELLE FITZER**

The Employment Agreement dated November 2015 made and entered into by and between the City of Pinole ("the City"), a general law city, and Michelle Fitzer ("Fitzer" or "Employee") is being amended to reflect a three percent (3%) merit salary adjustment effective July 24, 2016.

The Parties hereby agree to Amendment of the following sections of the Employment Agreement to read:

**Section 6 Compensation**

a. *Fitzer shall be paid an annual base salary of \$200,510, less all applicable federal, state and local withholdings.*

All other terms and conditions of the November 2015 Employment Agreement and any amendments thereafter shall remain in full force and effect.

**Michelle Fitzer**

  
\_\_\_\_\_  
8/16/16

DATED:

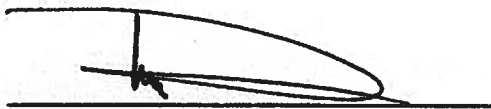
**CITY**

  
\_\_\_\_\_  
Roy Swearingen, Mayor

DATED:

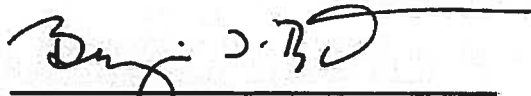
8/16/16

ATTEST:

  
\_\_\_\_\_

Hector De La Rosa  
Deputy City Clerk

APPROVED AS TO FORM:

  
\_\_\_\_\_

Benjamin T. Reyes II  
City Attorney

**AMENDMENT # 3 TO THE AGREEMENT FOR EMPLOYMENT OF  
MICHELLE FITZER**

The Employment Agreement dated November, 2015 made and entered into by and between the City of Pinole ("the City"), a general law city, and Michelle Fitzer ("Fitzer" or "Employee") is being amended to reflect a change in the health coverage premium paid by the City effective January 1, 2017.

The Parties hereby agree to Amendment of the following sections of the Employment Agreement to read as.

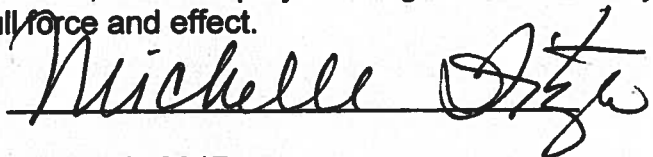
**Attachment A**

**Health, Vision, and Dental – Premium Contributions**

*The city shall pay up to the 2016 Kaiser family premium for health coverage based on status (single, dual, or family).*

All other terms and conditions of the November, 2015 Employment Agreement and any amendments thereafter shall remain in full force and effect.

**Michelle Fitzer**



DATED:

January 3, 2017

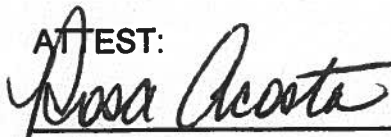
**CITY**

  
Hector De La Rosa, Assistant City Manager

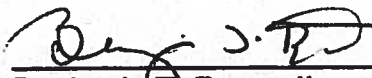
DATED:

1/4/17

ATTEST:

  
\_\_\_\_\_  
Rosa Acosta  
City Clerk

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Benjamin Reyes II  
City Attorney

Received

JAN 12 2017

Office of the City Clerk

**AMENDMENT # 4 TO THE AGREEMENT FOR EMPLOYMENT OF  
MICHELLE FITZER**

The Employment Agreement dated November 2015 made and entered into by and between the City of Pinole ("the City"), a general law city, and Michelle Fitzer ("Fitzer" or "Employee") is being amended to reflect a three percent (3%) cost of living allowance commencing the pay period of July 10, 2017.

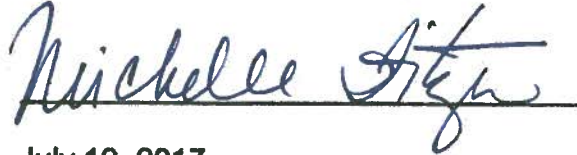
The Parties hereby agree to Amendment of the following sections of the Employment Agreement to read:

**Section 6 Compensation**

a. *Fitzer shall be paid an annual base salary of \$206,525.52, less all applicable federal, state and local withholdings.*

All other terms and conditions of the November 2015 Employment Agreement shall remain in full force and effect.

**Michelle Fitzer**

  
\_\_\_\_\_

DATED:

July 10, 2017

**CITY**

  
\_\_\_\_\_

Debbie Long, Mayor


DATED:

8/2/17

ATTEST:

  
\_\_\_\_\_  
Rosa Acosta  
City Clerk

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Eric Casher  
City Attorney