

Amendment to Employment Agreement
City of Tracy and Midori Lichtwardt
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AMENDMENT TO EMPLOYMENT
AGREEMENT BETWEEN
MIDORI LICHTWARDT AND THE CITY OF TRACY

This Amendment to an Employment Agreement (hereinafter "Agreement") is made and entered into between the City of Tracy, a municipal corporation ("CITY"), and Midori Lichtwardt, an individual ("EMPLOYEE"), both of whom agree as follows:

RECITALS:

- A. On December 19, 2023, the City Council approved an Employment Agreement ("Agreement") with Midori Lichtwardt to serve as City Manager.
- B. An employee evaluation was conducted during Closed Session on November 19, 2024, and the parties have agreed to amend certain compensation provisions contained in the Agreement.
1. **Incorporation by Reference.** This Amendment incorporates by reference all terms set forth in the Agreement, unless specifically modified by this Amendment. The terms which are not specifically modified by this Amendment will remain in effect.
2. **Amendment to Subsection A of Section 3.** Effective December 3, 2024, Subsection A "Base Salary" of Section 3 "Compensation and Benefits" of the agreement is hereby amended to read, in its entirety, as follows:

"Section 3.A. During the term of this agreement, EMPLOYEE shall receive an base salary of \$12,395.84, bi-weekly. This increase reflects a merit increase of 5%.

3. **Modifications.** This Amendment may not be modified orally or in any manner other than by an agreement in writing signed by both parties, in accordance with the requirement of the Agreement.
4. **Severability.** If any term of this Amendment is held invalid by a court of competent jurisdiction, the Amendment shall be construed as not containing that term, and the remainder of this Amendment shall remain in effect.
5. **Signatures.** The individuals executing this Amendment represent and warrant that they have the right, power, legal capacity and authority to enter into and to execute this Amendment. This Amendment shall inure to the benefit of and be binding upon the parties and their respective successors and assigns.

CITY OF TRACY (EMPLOYER)

MIDORI LICHTWARDT (EMPLOYEE)

Signed by:

Nancy Young, Mayor

DocuSigned by:

Midori Lichtwardt

Dated: 12/5/2024 | 6:04 PM PST

Dated: 11/26/2024 | 10:05 AM PST

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ATTEST:

DocuSigned by:

Adrianne Richardson

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Adrianne Richardson, City Clerk

Dated: 12/9/2024 | 9:15 AM PST

APPROVED AS TO FORM:

DocuSigned by:

Bijal Patel

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Bijal M. Patel, City Attorney

Dated: 12/4/2024 | 2:56 PM PST