

**AMENDMENT #1-2024 TO THE AGREEMENT FOR EMPLOYMENT OF  
HEATHER BELL**

This Amendment #1-2024 to the Agreement for the Employment of Heather Bell (the "Amendment") is made and entered into as of 4/3/2024 by and between the City of Pinole (the "City"), a California general law city, and Heather Bell, an individual ("BELL" or "Employee").

**RECITALS**

**WHEREAS**, the City and Employee previously entered into that certain Agreement for the Employment of Heather Bell effective as of March 6, 2019 (the "Agreement"); and

**WHEREAS**, the City and Employee have previously entered into multiple amendments to the Agreement; and

**WHEREAS**, the City Council performed an evaluation of Employee on March 5, 2024 and thereafter began negotiating changes to the Agreement; and

**WHEREAS**, the City Council desires to provide employee with a four percent (4%) merit increase; and

**WHEREAS**, the City Council desires to provide employee with one percent (1%) longevity incentive pay; and

**WHEREAS**, the City and Employee now wish to amend the Agreement as specified herein.

**NOW, THEREFORE**, in consideration of the mutual covenants contained herein and good and valuable consideration the receipt and sufficiency of which are hereby acknowledged, the City and BELL agree as follows:

**1. Compensation**. Section 6(a), Compensation, of the Agreement is hereby amended in its entirety to read as follows:

"a. BELL shall be paid an annual base salary of \$178,268.01, or \$14,855.6677 per month, less all applicable federal, state, and local withholding. BELL shall be considered for a merit increase annually in conjunction with the completion of her performance evaluation, as outlined in paragraph 11. Merit increases shall subject to the City's ability to pay for a salary adjustment."

**2. Effective Date**. This Amendment shall be effective the pay period commencing March 6, 2024.

**3. Effect**. Except as expressly provided for herein, all other terms and conditions of the Agreement, as previously amended, shall remain in full force and effect.

**Exhibit A**

**EMPLOYEE**

DocuSigned by:  
*Heather Bell*  
417B39FF517849F...  
Heather Bell

DATED:

4/3/2024

**CITY**

DocuSigned by:  
*Maureen Toms*  
3E64913539AC496...  
Maureen Toms, Mayor

DATED:

4/3/2024

ATTEST:

DocuSigned by:  
*Stacy Shell*  
87A8302C5A810470...  
Stacy R. Shell  
Human Resources Director

APPROVED AS TO FORM:

DocuSigned by:  
*Eric Casher*  
47EA70C5E0214F6...  
Eric S. Casher  
City Attorney