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Exhibit A

AMENDMENT #2-2025 TO THE AGREEMENT FOR EMPLOYMENT OF HEATHER BELL

This Amendment #2-2025 to the Agreement for the Employment of Heather Bell (the "Amendment") is made and entered into as of 9/8/2025 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 Agreement provides Employee with annual cost of living adjustments ("COLA") equivalent to those provided to City employees represented by the American Federation of State, County, and Municipal Employees, Local 512 ("AFSCME"); and

WHEREAS, on July 15, 2025, the City Council adopted a Resolution, approving the Memorandum of Understanding ("MOU") between the City of Pinole and AFSCME for the period of July 1, 2025 – June 30, 2026; and

WHEREAS, the AFSCME MOU provided unit members with a three percent (3%) COLA effective the first full pay period following July 1, 2025; 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 $190,960.64, or $91.8080 per hour, 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 July 14, 2025.

Exhibit A

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.

EMPLOYEE

DocuSigned by:
Heather Bell
417B395E5173349F...
Heather Bell

DATED: 9/8/2025

CITY

Signed by:
Cameron Sasai
354FB04CA5F14BE...
Cameron Sasai, Mayor

DATED: 9/11/2025

ATTEST:

DocuSigned by:
Stacy Shell
87A830C5A8B470...
Stacy R. Shell
Human Resources Director

APPROVED AS TO FORM:

Signed by:
Eric Casher
47E476C8E021456...
Eric S. Casher
City Attorney