

**ADDENDUM TO SECTION 5 – SALARY
CITY OF CHICO
EMPLOYMENT AGREEMENT
Chief of Police – Michael O’Brien**

THIS AGREEMENT is entered into on November 15, 2016, by and between the City of Chico, State of California, a municipal corporation (“City”) and Michael O’Brien (“Employee”).

RECITALS

WHEREAS, Employee currently serves as the Chief of Police of City, pursuant to an Employment Agreement between City and Employee dated May 28, 2015; and

WHEREAS, the City is aware of internal salary compaction between the Deputy Chief of Police and Employee; and

WHEREAS, to address the internal salary compaction, Employee’s base salary will be adjusted from one hundred and forty thousand dollars (\$140,000) to one hundred and fifty thousand dollars (\$150,000) annually.

ADDENDUM AGREEMENT

The City and Employee agree as follows:

Section 5. SALARY.

- a. Base Salary. Effective November 20, 2016, City agrees to pay Employee an annualized base salary at the rate of one hundred fifty thousand dollars (\$150,000), payable bi-weekly, at the same time as other employees are paid and subject to customary withholdings and authorized deductions.
- b. Merit Increases. Upon the conclusion of the annual performance evaluation by the City Manager of Employee’s performance, the City Manager may increase Employee’s base salary in an amount not to exceed five percent (5%) per year. Such merit increases are not automatic and are at the discretion of the City Manager.

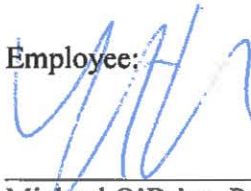
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City:



Mark Orme
City Manager

Employee:



Michael O'Brien, Police Chief

APPROVED AS TO FORM



Vincent C. Ewing
City Attorney*

*Pursuant to the Charter of the City of Chico,
Section 906(D)