

**FIRST AMENDMENT TO  
EMPLOYMENT AGREEMENT  
Mark Sorensen / City of Chico**

**THIS FIRST AMENDMENT** is made and entered into on this 4<sup>th</sup> day of June, 2024 (“Amendment”) by and between the City of Chico, a municipal corporation, (the “City”) and Mark Sorensen, an individual, (“Sorensen”) (collectively referred to as the “Parties”) amending that certain Employment Agreement by and between the City and Sorensen as approved by the City Council on July 5, 2022 (“Agreement”).

**WHEREAS**, under Articles II and VII of the Charter of the City of Chico (“Charter”) and California Government Code Sections 34851-34859, the City Council (“Council”) is empowered to appoint a city manager to direct the executive affairs of the City and to implement the City Council’s policy determinations; and

**WHEREAS**, the City and Sorensen are parties to the Agreement and pursuant to Paragraph 2.c of the Agreement, the City Council may increase Sorensen’s annual base salary pursuant to an annual evaluation by the Council; and

**WHEREAS**, the Council has conducted its evaluation of Sorensen as required under Paragraph 2.c of the Agreement; and

**WHEREAS**, based on Sorensen’s performance as City Manager, the City desires to adjust Sorensen’s base salary as provided in this Amendment; and

**WHEREAS**, pursuant to Paragraph 11 of the Agreement, the Agreement may be amended by the Parties by mutual written agreement.

**NOW, THEREFORE**, for good and valuable consideration, the Parties agree to amend the Agreement as follows:

**SECTION 1.** Paragraph 2.a (Salary and Benefits) of the Agreement is hereby amended to read as follows:

- a. The City shall pay Sorensen an annual base salary of \$207,000, payable in bi-weekly installments at the same time and same manner as other City employees are paid and subject to customary withholding of sums required by federal and state income tax payments, and other amounts customarily withheld from salary, such as Employee’s share of insurance premium payments.

Effective at the beginning of the first pay period commencing July 1, 2024, Sorensen shall receive an increase of seven percent (7%) of his then annual base salary.

Effective at the beginning of the first pay period commencing July 1, 2025, Sorensen shall receive an increase of five percent (5%) of his then annual base salary.

**SECTION 2.** Except as expressly amended herein, all remaining terms of the Agreement shall remain in full force and effect.

**SECTION 3.** This Amendment may be executed in counterparts each of which shall be deemed an original, but all of which shall constitute one and the same document.

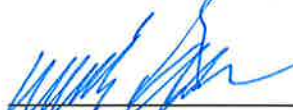
**IN WITNESS WHEREOF,** the Parties have caused this Amendment to be signed and executed by its duly authorized representative as of the date first written above.

**CITY OF CHICO:**



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Andrew Coolidge, Mayor  
City of Chico

**MARK SORENSEN:**



\_\_\_\_\_  
Mark Sorensen

**APPROVED AS TO FORM:**



\_\_\_\_\_  
John W. Lam  
City Attorney\*

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