

AMENDMENT NO. SIX TO EMPLOYMENT AGREEMENT
BETWEEN
THE CITY OF PALO ALTO
AND
EDWARD SHIKADA

This AMENDMENT NO. Six to the EMPLOYMENT AGREEMENT (“Agreement”) is entered into on, December 2, 2024 by and between the CITY OF PALO ALTO, a California chartered municipal corporation (“City”), and Edward Shikada (“Shikada”), an individual, located at 250 Hamilton Avenue 7th Floor, Palo Alto, CA.

RECITALS:

WHEREAS, the original EMPLOYMENT AGREEMENT between the City and Shikada, attached hereto and incorporated herein as Exhibit “A” was entered between the parties for the services of City Manager on or about September 18, 2018; and

WHEREAS, AMENDMENT NO. ONE to the Agreement, attached hereto and incorporated herein as Exhibit “B” was entered between the parties on or about December 16, 2019; and

WHEREAS, AMENDMENT NO. TWO to the Agreement, attached hereto and incorporated herein as Exhibit “C” was entered between the parties on or about June 22, 2020; and

WHEREAS, AMENDMENT NO. THREE to the Agreement, attached hereto and incorporated herein as Exhibit “D” was entered between the parties on or about December 13, 2021; and

WHEREAS, AMENDMENT NO. Four to the Agreement, attached hereto and incorporated herein as Exhibit “E” was entered between the parties on or about November 28, 2022; and

WHEREAS, AMENDMENT NO. Five to the Agreement, attached hereto and incorporated herein as Exhibit “F” was entered between the parties on or about December 11, 2023; and

WHEREAS, the parties wish to amend the Agreement;

NOW, THEREFORE, in consideration of the covenants, terms, conditions, and provisions of this Amendment, the parties agree:

SECTION 1.

Section 4.1 of the Agreement, Initial Compensation, is hereby amended to read as follows:

4.1. Compensation. At the recommendation of the Palo Alto City Council Appointed Officers Committee (CAO) and consistent with annual merit practices, effective the first full pay period following July 1, 2024, Shikada will receive a base annual salary of Four Hundred Twenty-Two Thousand Eight Hundred and Three dollars (\$422,803). This amount is subject to authorized or required deductions and withholding, prorated, and paid on City's regular paydays. Shikada is an exempt employee under applicable wage and hour law and his base salary shall be compensation for all hours worked. The City agrees that the amount of Shikada's base annual salary will not decrease, except as part of the permanent decrease that is consistent with the Fair Labor Standards Act.

Section 6.1 of the agreement, 401(a) Defined Contribution Retirement Plan, is hereby amended to read as follows:

6.1 401(a) Defined Contribution Retirement Plan. City will contribute Thirty Thousand Eight Hundred and Fifteen dollars (\$30,815) annually, prorated and contributed on the City's normal paydays, to a 401(a) retirement plan account established for Shikada.

SECTION 2. Except as herein modified, all other provisions of the Contract, including any exhibits and subsequent amendments thereto, shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have by their duly authorized representatives executed this Amendment on the date first above written.

ATTEST:

CITY OF PALO ALTO

City Clerk

Mayor

APPROVED AS TO FORM:

EDWARD SHIKADA

City Attorney

Attachments:

EXHIBIT A: EMPLOYMENT AGREEMENT BETWEEN THE CITY OF PALO
ALTO AND EDWARD SHIKADA
EXHIBIT B: AMENDMENTS NO. ONE THROUGH NO. FIVE TO SHIKADA