

**AMENDMENT NO. 1 TO
HAYWARD CITY ATTORNEY EMPLOYMENT AGREEMENT**

THIS AMENDMENT, dated for convenience the 19th day of ~~October~~ ^{November} 2025, is by and between **MICHAEL LAWSON**, an individual ("Employee") and the **CITY OF HAYWARD**, a public body of the State of California ("Employer") and amends and replaces the Agreement between Employee and Employer which was entered into on April 22, 2025 ("Agreement").

RECITALS:

WHEREAS, Employee is licensed to practice law in the State of California, a member in good standing of the California Bar Association and possesses the extensive knowledge and training required to perform the duties of City Attorney pursuant to the Agreement; and

WHEREAS, Employee and Employer are willing to add an executive furlough provision to the term of the AGREEMENT, as hereinafter defined, on the following terms and conditions.

NOW, THEREFORE, in consideration of the covenants and conditions hereinafter recognized, Employee and Employer agree to the following modifications to the Agreement:

Section 3 of the Agreement is amended to read as follows:

Section 3 Compensation: The Employee's salary effective March 24, 2025, will be \$352,393.60. Effective the pay period that includes July 1, 2025, Employee shall receive a four percent (4%) Cost of Living Adjustment (COLA). Effective the pay period that includes July 1, 2026, Employee shall receive a four percent (4%) COLA.

Thereafter and subject to an evaluation of performance, Employer may increase Employee's salary by resolution.

The employee is subject to the Fiscal Year 2025-2026 Furlough Obligation for Executive Classifications as outlined in the amended Salary and Benefits Resolution for Unrepresented Employees.

During the term of this Agreement, Employer agrees to pay Employee on the same schedule as other City of Hayward employees, which is currently bi-weekly.

IN WITNESS WHEREOF, Employee has executed this Amendment, and Employer, by and through its Mayor, duly authorized to act, has executed this Amendment.

Dated: Nov. 18, 2025

Executed by:

Handwritten signature of Mark Salinas in blue ink, consisting of stylized initials 'ML' followed by a horizontal line and a diagonal stroke.

Mark Salinas
Mayor, City of Hayward

Handwritten signature of Michael S. Lawson in blue ink, featuring a large loop and a horizontal line.

Michael S. Lawson
Employee (City Attorney)

ATTEST:

Handwritten signature of Miriam Lens in blue ink, with a horizontal line across the middle of the signature.

Miriam Lens
City Clerk

APPROVED AS TO FORM:

Handwritten signature of Michael Vigilia in blue ink, with a horizontal line across the middle of the signature.

Michael Vigilia
Senior Assistant City Attorney