

## AMENDMENT NO. 1 TO HAYWARD CITY CLERK EMPLOYMENT AGREEMENT

THIS AMENDMENT, dated for convenience the 19 <sup>November</sup> day of ~~October~~ 2025, is by and between **MIRIAM LENS**, 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 has the education, training, and experience in local government records management associated with City Clerk duties pursuant to the Agreement; and

WHEREAS, Employee and Employer are willing to add an executive furlough provision 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 \$223,600. 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: November 19, 2025

Executed by:



Mark Salinas  
Mayor, City of Hayward



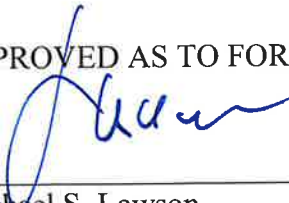
Miriam Lens  
Employee (City Clerk)

ATTEST:



Lilia Corral  
Deputy City Clerk

APPROVED AS TO FORM:



Michael S. Lawson  
City Attorney