CITY ATTORNEY SECOND AMENDED

EMPLOYMENT AGREEMENT No. 28855.02

This Second Amendment to Employment Agreement No. 28855 ("Second Amendment") is made and entered into on October 27, 2026, by and between the City of Santa Barbara, a municipal corporation ("City"), and John Steve Doimas, an individual ("Employee").

A. On December 27, 2025, City and Employee entered into Employment Agreement No. 28855 ("Original Agreement"), which provides the terms and conditions of employment;

B. On March 17, 2026, City and Employee amended the terms of the Original Agreement.

C. Section 10 of the Original Agreement requires any modification to be made only upon written consent of the parties; and

D. City and Employee desire to amend Section 3.1 the Original Agreement to increase Employee's Base Salary by four percent.

NOW, THEREFORE, the parties agree that the Original Agreement is amended as follows:

1. Section 3.1. is amended to increase Employee's base salary by 4%, which said increase will be effective the pay period following the date this agreement was entered into as set forth above.

2. City and Employee agree that, except as amended by this Amendment, all terms and conditions of the Original Agreement, and as previously amended, remain in full force and effect, and that the provisions of this Amendment shall become a part of the Agreement as if fully written therein.

3. This Amendment may be executed in any number of original counterparts. The Amendment will be effective when all parties have executed the same counterpart, or each party has executed separate counterparts and has delivered a copy of the signature page of the counterpart to the other party. Upon execution by all of the parties, the counterparts shall constitute one and the same Agreement. Counterparts or signature pages may be delivered via delivery of an original or duplicate in person or by mail, or a duplicate, including scanned copy, in an electronic format, including transmission by electronic mail, secure Internet drop-box, facsimile, or similar other standard interchange format capable of reproduction and storage.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date first above written.

CITY OF SANTA BARBARA

Randy Rowse, Mayor

Attest:

Sarah Gorman, City Clerk Services Manager

EMPLOYEE:

John Steve Doimas