

**THIRD AMENDMENT TO  
EMPLOYMENT CONTRACT WITH SEAN RABÉ**

This Third Amendment is made and entered into by and between the Town of Colma, a municipal corporation and general law city ("Employer"), and Sean Rabé ("Employee"), who are sometimes individually referred to as a "Party" and collectively as "Parties" in this Third Amendment. For reference purposes, this Third Amendment is dated May 10, 2017.

**1. Recitals.** This Third Amendment is made with reference to the following facts:

- (a) On December 11, 2013, Employer and Employee entered into an Employment Contract ("Contract") for Employee to serve as City Manager.
- (b) On February 11, 2015, Employer and Employee entered into a First Amendment to the Contract in order to increase base salary and to address a majority change on the City Council.
- (c) On March 23, 2016, Employer and Employee entered into a Second Amendment to the Contract to address the severance provision.
- (d) Employer and Employee now desire to enter into this Third Amendment to further increase the base salary as provided herein. Such increase shall be retroactive to January 1, 2017, per the City Manager's original employment contract.

NOW, THEREFORE, BASED ON THE MUTUAL PROMISES AND CONSIDERATION CONTAINED IN THIS THIRD AMENDMENT AND THE CONTRACT, THE PARTIES HEREBY AGREE AS FOLLOWS:

**2. Subsection (a) of Section 4, "Salary and Benefits," of the Contract is hereby modified as follows:**

- (a) *Salary.* Employer shall pay Employee a salary of \$199,508.40 per year, or such greater amount as may hereafter be approved by the City Council, which shall be paid at the same time and in the same manner as salaries are usually paid to Miscellaneous Employees of the Town.

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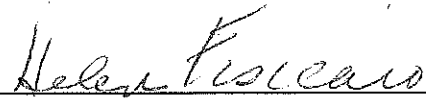
**Execution.** In Witness thereof, the parties hereto have signed this Third Amendment on the respective dates shown below and this Third Amendment, along with the Second and First Amendment and the Contract constitutes the entire Agreement between the Parties.

Dated 5/15/17

  
Sean Rabé, Employee

Dated: 5/17/17

TOWN OF COLMA (Employer)

By   
Helen Fisicaro, Mayor