

## EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement"), entered into on July 25, 2022, by and between the City of Alameda, a California municipal corporation (the "City"), and Bill Chapin ("Employee"), is made with reference to the following:

### RECITALS

- A. On June 7, 2022, the City Council authorized the City Attorney to recruit and hire a Director of Rent Program, and to negotiate and execute an employment agreement with the hired candidate.
- B. The City Attorney has chosen Employee to be the Director of the Rent Program for the City of Alameda and Employee has accepted the position, effective August 15, 2022.

Now, therefore, the City and Employee agree as follows:

### TERMS AND CONDITIONS

1. **Unclassified Service.** Employee is a member of the Unclassified Service, who serves at the will of the City Attorney.
2. **Compensation.**
  - 2.1. Effective August 15, 2022, Employee's salary is established at Step 1 (\$166,114/year) of the salary range designated for the position of Director of Rent Program. The Employee's salary shall be automatically adjusted in the same percentage as any general salary increase that may be granted to miscellaneous classification members of the City of Alameda Executive Management Compensation Plan ("EXME").
3. **Benefits.** Except as otherwise provided in this Agreement, Employee has the benefits and privileges of employment granted to miscellaneous classification members of the City of Alameda Executive Management Compensation Plan, as may be amended from time to time.
4. **EXEME.** Except as otherwise provided in this Agreement, employee is subject to all the terms and conditions of employment as set forth in the City of Alameda Executive Management Compensation Plan, as may be amended from time to time.

5. **Duration of Agreement.** The parties acknowledge and agree that the terms and conditions of this Agreement apply to the complete term of Employee's continuous performance of job duties in the position of Director of Rent Program. This Agreement will continue in full force and effect until modified by the City and Employee in writing.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed on the day and year first above written.

CITY OF Alameda,  
a municipal corporation

By: *Yibin Shen*  
YIBIN SHEN  
City Attorney

EMPLOYEE:

By: *Bill Chapin*  
Bill Chapin