

Fifth Amendment to the Employment Agreement

**DeeAnn S. Mickelsen
And
City of Mesa**

This Fifth Amendment to the Employment Agreement (“Fifth Amendment”) is entered into between the City of Mesa, an Arizona municipal corporation (“Employer”) and DeeAnn S. Mickelsen (“Employee”). Employer and Employee may be referred to individually as “Party” and collectively as “Parties.”

RECITALS

- A. Employer and Employee are parties to that certain Employment Agreement entered into and made effective as of July 1, 2015; a First Amendment to the Employment Agreement dated November 9, 2016; a Second Amendment to the Employment Agreement dated October 2, 2017; a Third Amendment to the Employment Agreement dated August 20, 2018; and a Fourth Amendment to the Employment Agreement dated November 4, 2019 (collectively, the “Employment Agreement”).
- B. The Parties, through this Fifth Amendment, hereby desire to modify Employee’s annual base salary and provide for a one-time payment to Employee.

AGREEMENT

NOW, THEREFORE, for and in consideration of the foregoing, and the promises and agreements set forth herein, the Parties agree as follows:

- 1. Base Pay: The Parties agree that Employee’s annual base salary, as set forth in the Employment Agreement, is hereby increased by 3%, and such increase shall be effective January 4, 2021.
- 2. One-Time Payment: Consistent with the one-time payment made to eligible City of Mesa employees, the Parties agree that Employer will pay to Employee a one-time gross payment of \$2,000, applicable taxes and withholdings to be deducted, to be direct deposited on January 15, 2021 into Employee’s account on file with the City of Mesa payroll system.
- 3. Effect of Fifth Amendment: This Fifth Amendment shall be deemed to amend the Employment Agreement with respect to all terms, provisions, and changes set forth in this Fifth Amendment. Except as amended by this Fifth Amendment, all terms, provisions, and conditions of the Employment Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the Parties have caused this Fifth Amendment to be duly executed on or as of February ____, 2021.

EMPLOYEE

**EMPLOYER
CITY OF MESA, an
Arizona municipal corporation**

DeeAnn S. Mickelsen

John C. Giles
Mayor

Approved as to Form

James N. Smith
City Attorney