

AMENDMENT NO. 1 TO EMPLOYMENT AGREEMENT  
BETWEEN THE CITY OF HUNTINGTON BEACH AND  
SCOTT HABERLE

This Amendment is made and entered into by and between the CITY OF HUNTINGTON BEACH, a California Municipal Corporation, hereinafter referred to as "City," and Scott Haberle, hereinafter referred to as "Haberle."

WHEREAS, City and Haberle are parties to that certain agreement, dated January 21, 2020, entitled, "Employment Agreement Between the City of Huntington Beach and Scott Haberle" (a copy of which is attached hereto as Exhibit "A" and is hereinafter referred to as the "Original Agreement"); and,

City and Haberle wish to amend the Original Agreement to reflect additional language in Section 4. Other Benefits.

NOW, THEREFORE, it is agreed by City and Haberle as follows:

1. The following paragraph is inserted into the Original Agreement in SECTION 4. OTHER BENEFITS, before subparagraph (i):

"In addition to the aforementioned benefits, as stated in the Original Employment Agreement, Haberle will also receive the same Longevity Pay and Education Incentive Pay as reflected in the operable Fire Management Association ("FMA") Memorandum of Understanding. Currently, this includes Longevity Pay of 7.5% of base salary for twenty (20) years or more of service and Education Incentive Pay of 3% of base salary for attainment of a Master's Degree or successful completion of the United States Fire Administration Executive Fire Officer Program (EFOP). This additional benefit will be kept current, effective, and will update automatically as each FMA MOU is approved by the City Council and implemented by the City."

2. REAFFIRMATION

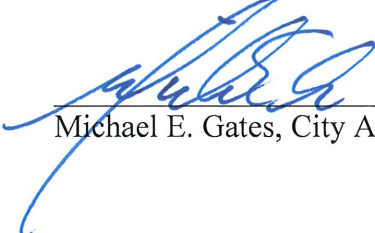
Except as specifically modified herein, all other terms and conditions of the Original Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by and through their authorized officers on the 15<sup>th</sup> day of November, 2022.

  
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Scott Haberle, Fire Chief

CITY OF HUNTINGTON BEACH  
  
\_\_\_\_\_  
Al Zelinka, City Manager

APPROVED AS TO FORM:

  
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Michael E. Gates, City Attorney 