

**FIRST AMENDMENT TO
EMPLOYMENT AGREEMENT**

This FIRST AMENDMENT TO EMPLOYMENT AGREEMENT is made and entered into as of 27th of August, 2019 ("execution date") between the CITY OF HAWTHORNE, State of California, a Municipal Corporation ("City") and MICHAEL ISHII ("Ishii").

RECITALS

- A. City and Ishii entered into an Employment Agreement ("Agreement") as of January 22, 2019, providing for employment of Ishii as Chief of Police.
- B. The position as Chief of Police will terminate on June 30, 2023, unless sooner terminated by the City Council.
- C. The parties desire to amend Section 11 ("PAID LEAVE BENEFITS") in order to more explicitly define the type of paid leave benefits Ishii is entitled to.

Section 1. Section 11 of the Agreement is hereby amended to read as follows:

"Ishii shall be entitled to the same Holiday, Vacation, Compensatory, Floating Holiday, Sick Leave, Bereavement Leave and other paid leave benefits currently received and provided in the Memorandum of Understanding entered into between the City and the HPMSG. In addition, since Ishii was a captain at the time he was appointed Chief of Police, Ishii shall be entitled to accrue 40 hours of administrative leave per year, which is the same benefit allotted captains under the current HPMSG MOU. This shall be retroactive to the effective date of Ishii's contract."

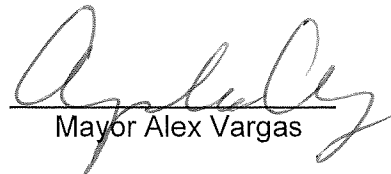
Section 2. All other provisions of the Employment Agreement shall remain the same.

Date: August 29, 2019

Michael Ishii



CITY OF HAWTHORNE:

By: 
Mayor Alex Vargas

APPROVED AS TO FORM:

Date: August _____, 2019

By: 
Russell Miyahira, City Attorney