

AMENDMENT NO. 1 TO THE EMPLOYMENT AGREEMENT BETWEEN
LAURA SNIDEMAN AND THE CITY OF SOUTH SAN FRANCISCO

RECITALS

WHEREAS, on December 1, 2025, the City of South San Francisco, a municipal corporation (“Employer”) and Laura Snideman (“Employee”) entered into an Employment Agreement for services as City Manager of the City of South San Francisco and Executive Director of the Successor Agency to the Redevelopment Agency of the City of South San Francisco (“Employment Agreement”); and

WHEREAS, the parties now seek to amend the Employment Agreement to modify the terms.

NOW, THEREFORE, the parties hereto agree as follows:

1. Section 3(b) of the Employment Agreement is hereby amended to read as follows:

(b) The term of this Agreement shall be through June 30, 2029, unless extended by mutual agreement of the Parties or unless terminated by either Party in accordance with the provisions of Section 5 of this Agreement. Snideman shall serve at the pleasure of the City Council. Prior to January 31, 2029, the City Council shall consider extending the term of this Agreement.

2. Section 4(e) of the Employment Agreement is hereby amended to read as follows:

(e) Leave Banks and Vacation Accrual. Employee shall accrue vacation leave and sick leave at the same rate and subject to the same caps as other employees covered by the Executive Management Compensation Plan, with vacation accruing at the rate for employees in their 25th and succeeding years of employment with the City, as that tier may be renamed in future amendments to the Executive Manage Compensation Plan.

3. Section 6(a) of the Employment Agreement is hereby amended to read as follows:

(a) The City Council shall annually evaluate the performance of and establish performance goals for Snideman. Said review and evaluation shall be in accordance with specific criteria developed by the City Council with consultation from Snideman. Said criteria may be added to or deleted from as the City Council may from time to time determine, in consultation with Snideman. Further, the City Council shall provide Snideman with a summary written statement of the findings of the City Council and provide an adequate opportunity for Snideman to discuss her evaluation with the City Council, if requested by Snideman. At the discretion of either the City Council or Snideman, an outside facilitator shall assist with performance evaluations, to be paid for by the City, subject to availability of funds and budget.

4. All other terms of the Employment Agreement shall remain in full force and effect.

5. This Amendment No. 1 to the Employment Agreement shall be effective as of August 13, 2026.

CITY OF SOUTH SAN FRANCISCO

EMPLOYEE

Mark Addiego, Mayor

Laura Snideman

ATTEST:

Rosa Govea- Acosta, City Clerk

APPROVED AS TO FORM:

Sky Woodruff, City Attorney