

**THIRD AMENDMENT TO THE AGREEMENT BETWEEN THE CITY OF
BURLINGAME AND MICHAEL GUINA FOR EMPLOYMENT AS CITY
ATTORNEY OF THE CITY OF BURLINGAME**

This Third Amendment to the Agreement Between the City of Burlingame and Michael Guina as City Attorney for the City of Burlingame (“Third Amendment”) is entered into this 1st day of December 2025, by and between the City of Burlingame, a Municipal Corporation existing under the laws of the State of California, herein called the “City,” and Michael Guina (“Mr. Guina”), as follows:

RECITALS

- A. Mr. Guina is currently serving as City Attorney for the City of Burlingame pursuant to that contract denominated “Agreement Between the City of Burlingame and Michael Guina for Employment as City Attorney of the City of Burlingame” (“Employment Agreement”), entered into on March 3, 2021, and amended on July 1, 2024, and June 16, 2025.
- B. Mr. Guina has successfully completed his fourth year with the City. Following his performance evaluation in November 2025, the City Council determined that Mr. Guina’s base salary should receive a salary adjustment in the same amount and at the same time as provided to Department Heads, which will be 4% effective December 29, 2025.
- C. Both parties are amenable to this change and desire that all other terms and conditions of the existing Employment Agreement remain in full force and effect.

THIRD AMENDMENT TO EMPLOYMENT AGREEMENT

NOW, THEREFORE, THE PARTIES HERETO AGREE AS FOLLOWS:

- 1. Paragraph 5, Monthly Compensation of the Employment Agreement shall be amended to provide that the City shall pay Mr. Guina a salary of \$27,399.04 per month, effective December 29, 2025. This compensation shall be paid on the same payment schedule as City Department Heads, which is currently biweekly.
- 2. All other terms and conditions of the Employment Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the City and Mr. Guina have executed this Third Amendment as of the date indicated above.

CITY OF BURLINGAME

MICHAEL GUINA

Peter Stevenson, Mayor

City Attorney

ATTEST:

APPROVED AS TO FORM:

Meaghan Hassel-Shearer, City Clerk

Tamar Burke, Assistant City Attorney