



**FIRST AMENDMENT**  
**EMPLOYMENT AGREEMENT**  
**Sterling T. Solomon**

This First Amendment (“First Amendment”) to the fully executed Contract for Sterling T. Solomon City Employment dated 09-26-2022 (the “Initial Contract”) is made and entered into this \_\_\_\_ day of \_\_\_\_\_, 2024, by and between the City of Flagstaff, an Arizona municipal corporation with offices at 211 West Aspen Avenue, Flagstaff, Arizona 86001, and Sterling T. Solomon, City Employee.

The Parties to the Initial Contract, hereby agree to the following amendment. Deleted text has a ~~strikethrough~~ and new text is **bolded and ALLCAPS**.

**5. PERQUISITES**

e. Vacation. Employee shall accrue vacation leave pursuant to Section 1-50-020 of the Employee Handbook of Regulation (the “Handbook”). **RETROACTIVE TO JULY 9, 2023, EMPLOYEE SHALL BE ENTITLED TO**, which as of the date of this Agreement is ~~twenty-three (23)~~ **TWENTY-EIGHT (28)** days per year of vacation, reflecting ~~fifteen to nineteen (15-19)~~ **TWENTY-FIVE TO TWENTY-NINE (25-29)** years of public service for an exempt employee. Subject to the carry over limitations set forth in the Handbook, Employee shall carry over all vacation leave that Employee accrued, prior to the date of this agreement, due to his service with the City.

***(Remainder of Page Intentionally Blank)***

IN WITNESS WHEREOF, the Parties have caused this First Amendment to be executed by their duly authorized representatives as of the date first written above. This First Amendment will be in full force and effect only when it has been approved and executed by the duly authorized City officials.

**City of Flagstaff**

**Sterling T. Solomon**

By: \_\_\_\_\_  
Becky Daggett, Mayor

By: \_\_\_\_\_

Title: \_\_\_\_\_

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_

Attest:

\_\_\_\_\_  
City Clerk

Approved as to form:

\_\_\_\_\_  
Attorney for the City of Flagstaff