

FOURTH AMENDMENT TO CITY MANAGER EMPLOYMENT AGREEMENT

THIS FOURTH AMENDMENT TO CITY MANAGER EMPLOYMENT AGREEMENT ("Fourth Amendment") is made and entered into effective the 1st day of May 2023, by and between the City of Poway, a municipal corporation ("City"), and Chris Hazeltine, an individual ("City Manager").

RECITALS

1. City and City Manager entered into that certain "CITY MANAGER EMPLOYMENT AGREEMENT," dated April 2, 2019 and effective May 6, 2019 (the "Agreement"), by which City and the City Manager established the terms, conditions, compensation and other benefits for the City Manager's employment by the City.

2. City and City Manager entered into that certain First Amendment to the Agreement ("First Amendment"), effective December 3, 2019, that certain Second Amendment to the Agreement ("Second Amendment"), effective March 16, 2021, and that certain Third Amendment to the Agreement ("Third Amendment"), effective March 15, 2022.

3. The Agreement requires the City Council to conduct a yearly evaluation of the City Manager's performance, where it may consider adjustments to the Agreement.

4. On April 4, 2023, the City Council conducted the performance evaluation contemplated by the Agreement, wherein the City Council determined that the City Manager has exceeded the City Council's expectations.

5. The City Council and City Manager desire to enter into this Fourth Amendment to reflect the City Manager's positive performance, effective retroactively to May 1, 2023.

NOW, THEREFORE, IT IS HEREBY AGREED AS FOLLOWS:

Section 1. Section 4(A)(1)(a) is hereby replaced in its entirety to read as follows:

The annual base salary for the position of City Manager shall be \$292,374. This salary will be increased at the same time and amount as that of other Poway management employees in the Management/Confidential Group 1.

Section 2. Except as otherwise amended by this Fourth Amendment, all other terms and conditions of the Agreement, as amended, shall remain in full force and effect.


[Signatures on Following Page]

IN WITNESS WHEREOF, the parties hereto have caused this Fourth Amendment to be executed the day and year first above written.

CITY OF POWAY

CITY MANAGER

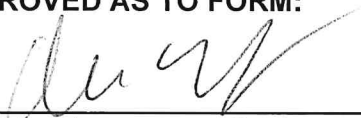
By 
Steve Vaus, Mayor

By 
Chris Hazeltine

ATTEST:


Carrie Gallagher, City Clerk

APPROVED AS TO FORM:


Alan Fenstermacher, City Attorney