

**FOURTH AMENDMENT TO EMPLOYMENT AGREEMENT  
CITY MANAGER – CITY OF LAGUNA NIGUEL**

This Fourth Amendment (“Fourth Amendment”) is entered into this 6th day of August, 2024, and is an amendment to the original Employment Agreement that was made and entered into as of the 16th day of July 2019, by and between the City of Laguna Niguel, a municipal corporation (the “City”), and Tamara S. Letourneau (“Letourneau”) (individual “Party, and collectively the “Parties”) (the “Agreement”), as amended most recently by the Third Amendment approved on the 15th day of August 2023.

**RECITALS**

A. On July 16, 2019, the City and Letourneau entered into the Agreement for Letourneau to serve as the City Manager.

B. On September 7, 2021, the First Amendment to the City Manager Employment Agreement was approved by the City Council.

C. On August 16, 2022, the Second Amendment to the City Manager Employment Agreement was approved by the City Council.

D. On August 15, 2023, the Third Amendment to the City Manager Employment Agreement was approved by the City Council.

E. On July 16, 2024, the City Council completed Letourneau’s annual performance evaluation and the Parties now desire to make certain adjustments in the Agreement.

F. This Fourth Amendment is intended to provide for an adjustment to Letourneau’s salary and to memorialize the award of a performance bonus authorized under the Agreement.

G. This Fourth Amendment was approved by the City Council at its regular meeting on August 6, 2024.

**AGREEMENT**

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the Parties agree to amend the Agreement as follows:

1. Section 6.1 of the Agreement is amended to read as follows:

6.1 City agrees to pay Letourneau an annual base salary of \$307,128 payable in equal installments at the same time and in the same manner that other City employees are paid. This salary shall be effective as of August 12, 2024.

2. Section 7.2 of the Agreement permits the City to grant Letourneau with a one-time, lump sum performance bonus. The City has decided to grant Letourneau with a bonus of \$10,000 for her performance over the last year.

3. Except as revised by this Fourth Amendment, all other provisions of the Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the Parties have executed this Fourth Amendment to the Agreement as of the date first herein written above.

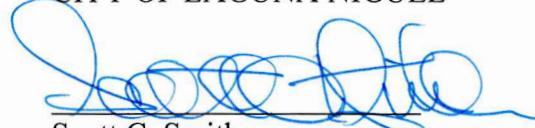
CITY OF LAGUNA NIGUEL

By: Kelly Jennings  
Kelly Jennings  
Mayor

ATTEST:

  
\_\_\_\_\_  
Marissa J. Asistin  
City Clerk

APPROVED AS TO FORM BY THE  
CITY ATTORNEY FOR THE  
CITY OF LAGUNA NIGUEL

  
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Scott C. Smith  
City Attorney

By: Tamara S. Letourneau  
Tamara S. Letourneau  
City Manager

## CERTIFICATION

STATE OF CALIFORNIA )  
COUNTY OF ORANGE )ss  
CITY OF LAGUNA NIGUEL )

I, Marissa J. Asistin, CMC, City Clerk of the City of Laguna Niguel, California, do hereby certify that the foregoing is Resolution No. **2024-1488**, which was adopted at a regular meeting of the City Council, held on August 6, 2024, by the following vote:

AYES: Council Members Gennawey, Johns, Winstead; Mayor Pro Tem Oddo and Mayor Jennings.

NOES: None.

ABSTENTIONS: None.

ABSENT: None.

Marissa J. Asistin, CMC, City Clerk  
City of Laguna Niguel