

## REPORT TO CITY COUNCIL

**DATE:** JULY 10, 2024

**TO:** HONORABLE MAYOR AND MEMBERS OF THE CITY COUNCIL

**FROM:** RAMIRO ADEVA, ASSISTANT CITY MANAGER

**BY:** CELESTE BIRD, HUMAN RESOURCES MANAGER

**SUBJECT:** APPROVE THE FOURTH AMENDMENT TO THE CITY MANAGER'S EMPLOYMENT AGREEMENT AND THE CITY MANAGER'S PERFORMANCE BONUS

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Following the City Manager's annual performance evaluation on June 26, 2024, the Mayor and Mayor Pro Tem, on behalf of the City Council, reviewed the City Manager's compensation and benefits, as well as publicly available information regarding compensation and benefits for city managers in neighboring cities. Based on that review, the Mayor and Mayor Pro Tem recommend that the City Manager's employment agreement be amended to increase the City Manager's pay by six (6%) percent, which would set the City Manager's base salary to two hundred eighty-nine thousand five hundred ninety-one dollars and forty-seven cents (\$289,591.47) per year. The Mayor and Mayor Pro Tem also recommend that the City Manager be given a performance bonus of twelve thousand dollars (\$12,000) for Fiscal Year 2023-24 for continued exceptional performance.

The City Attorney has prepared the attached Fourth Amendment to the City Manager's employment agreement for the City Council's consideration. This Fourth Amendment, if adopted, would be effective with the pay period that includes July 1, 2024.

### **FISCAL IMPACT**

Funding for the City Manager's Employment Agreement and City Manager's Performance Bonus were included in the approved FY 2024-25 City of Agoura Hills City Budget.

### **RECOMMENDATION**

Approve the Fourth Amendment to the City Manager's employment agreement and the City Manager's performance bonus of twelve thousand dollars (\$12,000).

Attachments: Fourth Amendment to City Manager's Employment Agreement

**FOURTH AMENDMENT TO CITY MANAGER EMPLOYMENT  
AGREEMENT BETWEEN THE CITY OF AGOURA HILLS AND  
NATHAN HAMBURGER**

THIS FOURTH AMENDMENT to that certain Employment Agreement dated June 24, 2020 (“Agreement”) by and between the City of Agoura Hills (“Employer”) and Nathan Hamburger (“Employee”) is made and entered into as of July 1, 2024. In consideration of the mutual covenants and conditions set forth herein, the parties agree as follows:

1. Section 3.01(a) of the Agreement is hereby amended to read as follows:

“(a) As compensation for the services to be performed hereunder, Employee shall receive a salary of two hundred eighty-nine thousand five hundred ninety-one dollars and forty-seven cents (\$289,591.47) per year.”

2. This Fourth Amendment, when approved by the City Council and duly executed by Employer and Employee, shall be made a part of the Agreement. Except as amended herein, the terms and conditions of the Agreement shall remain in full force and effect.

Executed on \_\_\_\_\_, 2024 at Agoura Hills, California.

**CITY OF AGOURA HILLS (“EMPLOYER”)**

BY \_\_\_\_\_  
Illece Buckley Weber, Mayor

ATTEST

BY \_\_\_\_\_  
Kimberly M. Rodrigues, MMC, City Clerk

APPROVED AS TO FORM

BY \_\_\_\_\_  
Candice K. Lee  
City Attorney

Nathan Hamburger (“EMPLOYEE”)

BY \_\_\_\_\_  
Nathan Hamburger