

AMENDMENT NO. 3 TO EMPLOYMENT AGREEMENT
BETWEEN THE CITY OF AGOURA HILLS AND GREG RAMIREZ

That certain Employment Agreement dated February 24, 2004, as amended in February 2005 and May 2006, by and between the City of Agoura Hills (“City”) and Greg Ramirez (“City Manager”) (“Amended Agreement”) is hereby further amended as follows:

1. Section 4(A)(1)(a) of the Amended Agreement is amended in its entirety to read as follows:

“(a) Base Salary. Effective July 1, 2007, City agrees to pay City Manager for the services required by this Agreement to a monthly base salary of fourteen thousand six hundred seventy dollars (\$14,670) a month.”

2. Section 4(A)(2)(d) of the Amended Agreement is hereby renumbered as subsection (e) and amended to read as follows (text to be added in **bold**):

“(e) **With the exception of the Longevity Bonus provided-for in this Agreement,** any incentive earned under this section shall be included as compensation earnable by the City Manager in reporting to the California Public Employees Retirement System (PERS) for annual pension credit, but only to the extent, if any, that PERS will consider it to be compensation earnable.”

3. New Section 4(A)(2)(d) is hereby added to the Amended Agreement to read as follows:

“(d) If the City Manager is actively employed in good standing as City Manager of the City on July 1, 2011, the City shall pay to the City Manager a one-time lump sum bonus of twenty five thousand dollars (\$25,000.00) as a recognition of the City Manager’s extended tenure with the City.”

4. The foregoing amendments, when approved by the City Council and duly executed by the Mayor and City Manager, shall be made a part of the Amended Agreement. Except as amended herein, the terms and conditions of the Amended Agreement shall remain in full force and effect.

IN WITNESS WHEREOF the parties have executed this Amendment No. 3 to the Agreement as of August 8, 2007.

CITY MANAGER

Greg Ramirez

CITY OF AGOURA HILLS

Dan Kuperberg, Mayor

ATTEST:

Kimberly Rodrigues, CMC, City Clerk

APPROVED AS TO FORM:

Craig A. Steele, City Attorney