

**AMENDMENT TO  
CITY OF LOS ALAMITOS  
EMPLOYMENT AGREEMENT  
FOR  
NON-REPRESENTED EMPLOYEE  
(CITY MANAGER)**

This Amendment to Employment Agreement (hereafter "Amendment") is made and entered into this 21st day of July, 2015 by and between the City of Los Alamitos, a municipal corporation (hereafter "City") and Bret Plumlee (hereafter "Employee"), in order to provide in writing the terms and conditions of employment for City Manager services. City and Employee are sometimes individually referred to herein as "Party" and collectively as "Parties."

The City Council of Los Alamitos (hereafter "City Council") and Employee entered into an Employment Agreement dated October 21, 2013 ("Agreement"). The Parties desire to amend that Agreement as set forth herein.

SECTION 1. Section 3.2.1 of the Agreement is hereby amended to read as follows:

3.2.1 Term. The Agreement became effective on November 20, 2013 ("Effective Date"). This Amendment shall be effective as of July 1, 2015 and shall extend the term of the Agreement through and including June 30, 2018.

SECTION 2. Section 3.3 of the Agreement is hereby amended to read in its entirety as follows:

3.3 Salary/Performance Incentive.

3.3.1 Employee's base salary shall be One Hundred Seventy Thousand Dollars (\$170,000.00).

3.3.2 Effective July 1, 2015 Employee shall receive an automatic 3.5% increase. Employee shall also receive an automatic 3.5% increase on July 1, 2016 and on July 1, 2017. These annual increases shall be added to the base salary.

3.3.3 On June 30, 2016, June 30, 2017, and June 30, 2018, Employee may also be entitled to up to a two percent (2%) performance based incentive bonus. Any performance based increase shall be dependent upon Employee's success in implementing the performance plan described in section 3.5 of the Agreement, as well as other issues deemed relevant by the City Council, within the City Council's sole and absolute discretion. Any performance bonus awarded shall be provided as a lump sum payment and shall not be added to the base salary.

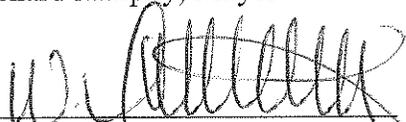
3.3.4 Employee's salary shall be payable bi-weekly at the same time as other employees of City are paid.

SECTION 3. Section 3.5 of the Agreement is hereby amended by changing the performance evaluation date from the anniversary date of the Effective Date of the Agreement to June 30<sup>th</sup> of each year commencing in 2016.

SECTION 4. This Amendment constitutes the entirety of the changes to the Agreement. Except as set forth herein, all other provisions of the Agreement remain in full force and effect.

**CITY OF LOS ALAMITOS**

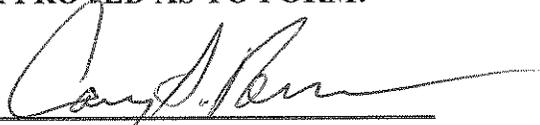
By:   
Richard Murphy, Mayor

Attest:   
Windmera Quintanar, CMC City Clerk

**EMPLOYEE**

By:   
Bret Plumlee

**APPROVED AS TO FORM:**

  
Cary S. Reisman, City Attorney