

**FIRST AMENDMENT TO EMPLOYMENT AGREEMENT WITH
CITY MANAGER**

THIS FIRST AMENDMENT TO AGREEMENT, made and entered into this 1st day of May, 2017 by and between the CITY OF LA VERNE, a municipal corporation, hereinafter called the "CITY" and ROBERT T. RUSSI, hereinafter called "EMPLOYEE".

WITNESSETH:

WHEREAS, Employer and Employee have previously entered into an Amended and Restated Employment Agreement on October 7, 2013 and

WHEREAS, Employer and Employee now wish to amend that agreement.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

1. Section 2 - TERM - The first sentence is hereby amended to read as follows:

The term of this Agreement shall be for eight (8) years and shall terminate on EMPLOYEE'S anniversary date (August 6) in 2021.

2. Section 3 - SALARY- The third paragraph is amended to read as follows:

To ensure that EMPLOYEE'S salary is maintained at a level commensurate with supervisory responsibilities and status as the organization's chief executive officer, the steps will also be adjusted to ensure that EMPLOYEE'S salary is not less than 15% above the average of the three highest paid executive managers at the comparable step of EMPLOYEE.

3. Section 4 - BENEFITS is amended to read as follows:

EMPLOYEE shall continue to receive all employee benefits provided to Department Heads (executive management) of CITY, provided however that EMPLOYEE'S medical insurance benefit shall be capped at the 2017 rate payable by the CITY on EMPLOYEE'S behalf.

4. Section 7 - VACATION is amended to read as follows:

EMPLOYEE shall be entitled to vacation accrual based upon his years of service. EMPLOYEE shall, at the end of each calendar year, be entitled to carry over and maintain a maximum of four hundred (400) hours of vacation time. EMPLOYEE can elect to take payment in cash or contribute to the CITY's 401(a) plan so

that the four hundred (400) hour cap on vacation hours is satisfied
by October, 2017

IN WITNESS WHEREOF, the CITY has caused this First Amendment to Agreement to be signed and executed in its behalf by its Mayor, and duly attested by its Assistant City Clerk, and EMPLOYEE has signed and executed this Agreement, both in duplicate the date and year first above written.

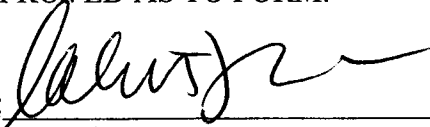
CITY OF LA VERNE

By: 
Don Kendrick, Mayor

ATTEST:

By: 
Assistant City Clerk

APPROVED AS TO FORM:

By: 
Robert L. Kress
City Attorney

"EMPLOYEE"


ROBERT T. RUSSI