

FIFTH AMENDMENT TO CITY MANAGER EMPLOYMENT AGREEMENT

THIS FIFTH AMENDMENT TO CITY MANAGER EMPLOYMENT AGREEMENT ("Fifth Amendment") is made and entered into effective the 16th day of May, 2024, by and between the City of Poway, a municipal corporation ("City"), and Chris Hazeltine, an individual ("City Manager").

RECITALS

1. City and City Manager entered into that certain "CITY MANAGER EMPLOYMENT AGREEMENT," dated April 2, 2019 and effective May 6, 2019 (the "Agreement"), by which City and the City Manager established the terms, conditions, compensation and other benefits for the City Manager's employment by the City.

2. City and City Manager entered into that certain First Amendment to the Agreement ("First Amendment"), effective December 3, 2019, that certain Second Amendment to the Agreement ("Second Amendment"), effective March 16, 2021, and that certain Third Amendment to the Agreement ("Third Amendment"), effective March 15, 2022, and that certain Fourth Amendment ("Fourth Amendment"), effective May 1, 2023.

3. The Agreement requires the City Council to conduct a yearly evaluation of the City Manager's performance, where it may consider adjustments to the Agreement.

4. On March 19, 2024, the City Council conducted the performance evaluation contemplated by the Agreement, wherein the City Council determined that the City Manager has exceeded the City Council's expectations.

5. The City Council and City Manager desire to enter into this Fifth Amendment to reflect the City Manager's positive performance.

NOW, THEREFORE, IT IS HEREBY AGREED AS FOLLOWS:

Section 1. Section 7(A) of the Agreement is hereby amended to read as follows (additions in underline, deletions in ~~strikeout~~):


The initial term of this Agreement shall be for a period of thirty-six (36) months beginning 12:00 a.m. May 6, 2019 and continuing until 12:00 a.m. May 6, 2022 March 16, 2021 (the "initial Termination Date"). The first Renewal Term, as defined herein, shall be from 12:00 p.m. March 16, 2021, to 12:00 a.m. on March 16, 2027. The second Renewal Term, as defined herein, shall be from 12:01 a.m. on March 16, 2027 to 11:59 p.m. on December 31, 2029.

Section 2. Except as otherwise amended by this Fifth Amendment, all other terms and conditions of the Agreement, as amended, shall remain in full force and effect.

[Signatures on Following Page]

IN WITNESS WHEREOF, the parties hereto have caused this Fifth Amendment to be executed the day and year first above written.

CITY OF POWAY

By 

Steve Vaus, Mayor

CITY MANAGER

By 


Chris Hazeltine

ATTEST:



Carrie Gallagher, City Clerk

APPROVED AS TO FORM:



Alan Fenstermacher, City Attorney