

**AMENDMENT NO. 2 TO**  
**CITY MANAGER EMPLOYMENT AGREEMENT**

This Amendment No. 2 to THE CITY MANAGER EMPLOYMENT AGREEMENT dated May 14, 2013, by and between the CITY OF PALOS VERDES ESTATES, a Municipal Corporation ("CITY"), and ANTON DAHLERBRUCH ("EMPLOYEE") is made on October 27, 2015. The City and Employee agree as follows:

**RECITALS**

A. The City and Employee entered into the City Manager Employment Agreement on May 14, 2013, and amended it on September 9, 2014 (the Agreement).

B. On September 22, 2015, the City Council conducted a performance evaluation of Employee and is satisfied with the high quality of services provided to date.

C. It is a goal of the City to continue to recruit and retain highly qualified and competent City employees.

D. Effective July 1, 2015, Employee was required to increase his PERS contribution from 4% to 6% pursuant to the Agreement.

E. The City and Employee desire to increase the contribution provided by Employee under the Agreement by 1% in order eliminate any additional or future responsibility or reimbursement on behalf of the City to off-set Employee's portion of the PERS contribution.

F. The City also desires to increase Employee's annual salary by 4.5% (\$9180) and extend the term of the Agreement.

**NOW, THEREFORE**, the City and Employee agree to this Amendment No. 2 to the Agreement as follows:

1. **Paragraph 2 of the Agreement is amended as follows:**

2. Term. The Term of this Agreement shall commence June 3, 2013 ("effective date") and continue to December 31, 2018, unless terminated by either party as provided herein.

2. **Salary, Additional Compensation and COLA Increase.** The annual salary under paragraph 5 of the Agreement is hereby amended to be \$213,180.00 and paragraph 5 is amended to read as follows:

5. Salary, Additional Compensation and COLA. City agrees to pay Employee for the services required by this Agreement an annual base salary of \$ 213,180.00 payable in installments on the City's regular paydays.

At any time as desired by the City Council, but at least annually, City agrees to review Employee's performance and/or to establish specific goals for Employee. If Employee receives a satisfactory evaluation one year after the effective date of this Amendment No. 2 (or as soon thereafter as the City Council convenes a performance evaluation), Employee's salary may be increased and his compensation may be otherwise reviewed. Any salary increase during the term of this Agreement shall be by amendment to this Agreement.

3. **Subparagraph A of Paragraph 8 of the Agreement is amended as follows:**

8. Retirement and Insurance Benefits.

A. Retirement. The City shall contribute the employer's portion of Employee's membership in the Public Employees Retirement System (PERS). Employee shall pay the full employee's share of his membership in PERS. The employee's portion of Employee's membership is currently 7% of his salary. Employee shall pay any increases in the Employee share imposed by PERS and any legally required Social Security withholding.

4. **Effective Date.** This amendment shall be effective as of October 18, 2015.

5. **Limited Amendment.** All terms and conditions of the Agreement not amended hereby remain in full force and effect.

This Amendment is executed on this 27<sup>th</sup> day of October, 2015, at Palos Verdes Estates, California.

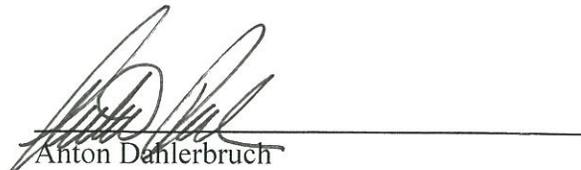
CITY OF PALOS VERDES ESTATES:

By:   
James F. Goodhart, Mayor

ATTEST:

  
Vickie Kroneberger, City Clerk  
(seal)

EMPLOYEE:

  
Anton Danlerbruch