

**FIRST AMENDMENT TO
EMPLOYMENT AGREEMENT BETWEEN THE CITY OF SAN CLEMENTE AND GARY
ANDREW "ANDY" HALL**

This First Amendment to Employment Agreement between the City of San Clemente and Gary Andrew "Andy" Hall (this "First Amendment") is made and entered into on this 5th day of March 2024, by and between the CITY OF SAN CLEMENTE, a California municipal corporation ("City"), and Gary Andrew "Andy" Hall I ("Hall") in order to modify, in writing, the terms and conditions of the City's employment of Hall effective February 20, 2024.

RECITALS:

- A. City and Hall entered into an Employment Agreement "Agreement" on February 20, 2023.
- B. City and Hall desire to amend the Agreement in the manner provided herein.

COVENANTS:

Section 1. Section 5A of the Agreement is hereby deleted and replaced in its entirety with the following:

"A. Effective February 20, 2024, City agrees to pay Hall for services rendered an annual base salary of two-hundred and eighty-seven thousand, three hundred and thirty-one dollars (\$287,331) which shall correspond to the City Manager classification, Range 99 / Step D on the City's Salary Schedule for Benefited Employees. Said amount shall be payable in bi-weekly installments at the same time and in the same manner as other City employees are paid. Additionally, at a public, regular meeting of the City Council, the City Council can agendaize as a non-consent item, an amendment to this Agreement increasing the City Manager's base salary payable under Section 5A."

Section 2. Section 6 of the Agreement is amended to read as follows:


"The City Council shall evaluate Hall's performance semi-annually. Hall will be provided a written performance evaluation in closed session of a regular or special meeting. The City Council shall decide what materials from the evaluation, if any will be included in Hall's personnel file."

Section 3 Except as expressly amended by this First Amendment, the remaining portions of the Agreement shall remain in full force and effect.

[SIGNATURES ON FOLLOWING PAGE]

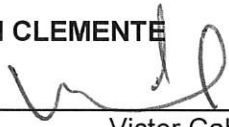
IN WITNESS WHEREOF, the parties hereto have caused this First Amendment to be duly executed on the respective dates set forth opposite of their signatures.

ATTEST:



CITY CLERK of the City of
San Clemente, California

CITY OF SAN CLEMENTE

By: 

Victor Cabral, Mayor

Dated: 3/6/24, 2024

APPROVED AS TO FORM:



Elizabeth A. Mitchell, City Attorney

GARY ANDREW "ANDY" HALL



Dated: 3-12, 2024