

**FOURTH AMENDMENT TO
CITY MANAGER EMPLOYMENT AGREEMENT**

This Fourth Amendment to City Manager Employment Agreement (“**Fourth Amendment**”) is between the City of Rolling Hills, a California municipal corporation and general law city (“**City**”) and Gregory Grammer, an individual (“**Grammer**”), and is effective as of July 1, 2025.

RECITALS

A. City and Grammer have entered into that certain City Manager Employment Agreement effective as of July 9, 2019 (“**Agreement**”). Unless otherwise defined in this Fourth Amendment, all capitalized terms will have the definition of such term in the Agreement.

B. Effective July 1, 2021, the City and Grammer entered into that certain First Amendment to the Agreement to adjust Grammer’s base salary under Section 2.1 of the Agreement.

C. Effective July 1, 2022, the City and Grammer entered into that certain Second Amendment to the Agreement to adjust Grammer’s base salary under Section 2.1 of the Agreement.

D. Effective July 1, 2024, the City and Grammer entered into that certain Third Amendment to the Agreement to adjust Grammer’s base salary under Section 2.1 of the Agreement.

E. Based on the City Council’s review of Grammer’s performance, the Parties desire to further amend Section 2.1 of the Agreement pertaining to Grammer’s base salary and to acknowledge the award of a merit bonus under Section 2.2 of the Agreement.

AGREEMENT

The Parties agree as follows:

1. **Amendment to Section 2.1.** Section 2.1 of the Agreement is amended and restated as follows:

“2.1 Base Salary. Grammer will receive an annual base salary in the amount of \$232,952 (which is \$19,413 per month). The base salary will be paid according to the payroll schedule in place for City employees.”


2. **Award of Merit Bonus.** The City Council awards Grammer a one-time merit bonus in the amount of \$4,500.00 under Section 2.2 of the Agreement for the annual evaluation period ending on June 30, 2025.

3. All other terms and conditions of the Agreement, as amended by this Fourth Amendment, are hereby ratified and remain in full force and effect.

[Signatures on the following page]

The City has caused this Agreement to be executed on its behalf by its Mayor and duly attested by its City Clerk, and Grammer has executed this Agreement on his behalf, each as of the Effective Date.

CITY OF ROLLING HILLS ESTATES



Debby Stegura, Mayor

ATTEST:



Lauren Pettit, City Clerk

CITY MANAGER



Gregory Grammer