

**FIFTH AMENDMENT TO EMPLOYMENT AGREEMENT  
CITY MANAGER – CITY OF LAGUNA NIGUEL**

This Fifth Amendment (“Fifth Amendment”) is entered into this 19<sup>th</sup> day of August, 2025, and is an amendment to the original Employment Agreement that was made and entered into as of the 16<sup>th</sup> day of July 2019, by and between the City of Laguna Niguel, a municipal corporation (the “City”), and Tamara S. Letourneau (“Letourneau”) (individual “Party, and collectively the “Parties”) (the “Agreement”), as amended most recently by the Fourth Amendment approved on the 6<sup>th</sup> day of August 2024.

**RECITALS**

A. On July 16, 2019, the City and Letourneau entered into the Agreement for Letourneau to serve as the City Manager.

B. On September 7, 2021, the First Amendment to the City Manager Employment Agreement was approved by the City Council.

C. On August 16, 2022, the Second Amendment to the City Manager Employment Agreement was approved by the City Council.

D. On August 15, 2023, the Third Amendment to the City Manager Employment Agreement was approved by the City Council.

E. On August 6, 2024, the Fourth Amendment to the City Manager Employment Agreement was approved by the City Council.

F. On August 5, 2025, the City Council completed Letourneau’s annual performance evaluation, and the Parties now desire to make certain adjustments in the Agreement.

G. This Fifth Amendment is intended to provide for an adjustment to Letourneau’s salary and to memorialize the award of a performance bonus authorized under the Agreement.

H. This Fifth Amendment was approved by the City Council at its regular meeting on August 19, 2025.

**AGREEMENT**

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the Parties agree to amend the Agreement as follows:

1. Section 6.1 of the Agreement is amended to read as follows:

6.1 City agrees to pay Letourneau an annual base salary of \$316,344, payable in equal installments at the same time and in the same manner that other City employees are paid. This salary shall be effective as of August 12, 2025.

2. Section 7.2 of the Agreement permits the City to grant Letourneau with a one-time, lump sum performance bonus. The City has decided to grant Letourneau with a bonus of \$15,000 for her performance over the last year.

3. Section 7.4 of the Agreement is amended to read as follows:

7.4 City shall pay, on behalf of Letourneau \$24,000 per year to the MissionSquare Retirement, formerly known as ICMA RC, 457 Deferred Compensation Plan during the term of this Agreement. Payment shall be made in equal amounts each pay period. The City shall take all steps necessary to provide for Letourneau's participation in said Plan.

4. Except as revised by this Fifth Amendment, all other provisions of the Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the Parties have executed this Fifth Amendment to the Agreement as of the date first herein written above.

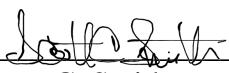
CITY OF LAGUNA NIGUEL

By: Ray Gennawey  
Ray Gennawey  
Mayor

ATTEST:

  
\_\_\_\_\_  
Marissa J. Asistin  
City Clerk

APPROVED AS TO FORM BY THE  
CITY ATTORNEY FOR THE  
CITY OF LAGUNA NIGUEL

  
\_\_\_\_\_  
Scott C. Smith  
City Attorney

By: Tamara S. Letourneau  
Tamara S. Letourneau  
City Manager