

AMENDMENT NO. 2 TO  
EMPLOYMENT AGREEMENT  
CITY MANAGER MAGGIE LE-NGUYEN

This SECOND AMENDMENT to the Employment Agreement – City Manager is made and entered into this 17th day of September, 2024, by and between the City of Fountain Valley, a municipal corporation (hereinafter “CITY”) and Maggie Le-Nguyen, an individual (hereinafter sometimes called “EMPLOYEE”).

Recitals

WHEREAS, CITY and EMPLOYEE previously entered into an Employment Agreement for City Manager effective June 11, 2022, (“AGREEMENT”); and

WHEREAS, on March 7, 2023, CITY and EMPLOYEE entered into a FIRST AMENDMENT to the AGREEMENT, providing for increases to compensation and benefits; and

WHEREAS, the AGREEMENT provides for periodic reviews of the performance of EMPLOYEE; and

WHEREAS, at its recent Council Meetings, the City Council reviewed the performance of EMPLOYEE and, following a successful review, desires to increase EMPLOYEE’s compensation and benefits.

NOW, THEREFORE, the parties hereto agree as follows:

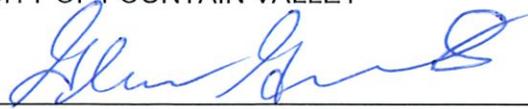
1. EMPLOYEE shall receive a COLA increase of 4% annually from July 1, 2024 to June 30, 2027.
2. Personal fitness equipment and body scans shall qualify for reimbursement under wellness/fitness reimbursement provisions.
3. EMPLOYEE shall receive a 3% increase to base salary commencing July 1, 2024.
4. CITY shall increase its matching deferred compensation to \$6,000 annually (\$500/month).
5. In no event may EMPLOYEE be terminated 90 days before or after any municipal election for the selection or recall of one or more of the members of the City Council.
6. Except as provided in this SECOND AMENDMENT, all other terms and conditions of the AGREEMENT and FIRST AMENDMENT shall remain in effect.

In witness whereof, the parties hereto have entered into this SECOND AMENDMENT the date and year first above written.

ATTEST:

  
\_\_\_\_\_  
Rick Miller, City Clerk

CITY OF FOUNTAIN VALLEY

  
\_\_\_\_\_  
Glenn Grandis, Mayor

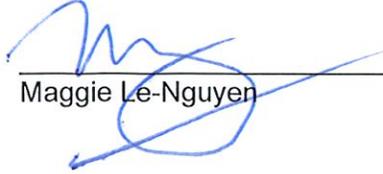
APPROVED AS TO FORM:

EMPLOYEE



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Attorney for the City



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Maggie Le-Nguyen