

**CITY OF HERMOSA BEACH**  
**RESOLUTION NO. 24-XXXX**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HERMOSA BEACH, CALIFORNIA, APPROVING THE FIFTH AMENDMENT TO THE CITY MANAGER EMPLOYMENT AGREEMENT AND AWARDING A ONE-TIME PERFORMANCE BONUS FOR THE PRIOR FISCAL YEAR**

**WHEREAS**, the City of Hermosa Beach and Suja Lowenthal (hereinafter "Employee") entered into a City Manager Employment Agreement (hereinafter the "Agreement") as of August 28, 2018, providing for employment of the City Manager of City; and

**WHEREAS**, the City and Employee entered into four previous amendments to the Agreement; and

**WHEREAS**, the City Council conducted the Employee's annual performance review and now the City and Employee desire to amend the Agreement for a fourth time to increase the annual salary paid to Employee; and

**WHEREAS**, pursuant to Section 5 of the Agreement, the Employee may be given an exceptional performance recognition in the form of a one-time check up to ten percent (10%) of base salary for exceptional performance during the prior fiscal year; and

**WHEREAS**, the City Council desires to award a one-time performance bonus pursuant to the terms of the Agreement; and

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF HERMOSA BEACH, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:**

**SECTION 1.** The Fifth Amendment to City Manager Employment Agreement (attached as Exhibit "A") is hereby approved and the Mayor is directed to execute.

**SECTION 2.** Pursuant to the terms of the Agreement, Employee is hereby awarded a one-time performance bonus in the amount of Nineteen Thousand One Hundred and

Twenty Two Dollars and Sixty-Five Cents (\$19,122.65) for the prior fiscal year. This one-time performance bonus is only payable to the Employee via a mandatory contribution to Employee's 401(a) plan.

**SECTION 3.** Environmental Review. Pursuant to CEQA Guidelines section 15061 (b) (3), it can be seen with certainty that there is no possibility that the activity contemplated by this resolution may have a significant effect on the environment.

**SECTION 4.** This resolution shall take effect immediately.

**SECTION 5.** Severability. If any section, subsection, subdivision, sentence, clause, phrase, or portion of this resolution is for any reason held to be invalid or unconstitutional by the decision of any court of competent jurisdiction, such decision will not affect the validity of the remainder of this resolution. The City Council hereby declares that it would have adopted this resolution, and each and every section, subsection, subdivision, sentence, clause, phrase, or portion thereof, irrespective of the fact that any one or more sections, subsections, subdivisions, sentences, clauses, phrases, or portions thereof is declared invalid or unconstitutional.

**SECTION 6.** Record of Proceedings. This resolution takes effect immediately and that the City Clerk shall certify to the passage and adoption of this resolution; shall cause the same to be entered among the original resolutions of said City; and shall make a minute of the passage and adoption thereof in the records of the proceedings of the City Council of said City in the minutes of the meeting at which time same is passed and adopted. The City Clerk shall keep a copy of same along with such other documents and records of proceedings as may be designated by the City Manager.

**PASSED, APPROVED and ADOPTED** on this 12th day of November, 2024.

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Dean Francois

**PRESIDENT** of the City Council and **MAYOR** of the City of Hermosa Beach, CA

**ATTEST:**

**APPROVED AS TO FORM:**

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Myra Maravilla  
City Clerk

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Patrick Donegan  
City Attorney