

**FOURTH AMENDMENT TO THE EMPLOYMENT AGREEMENT
BETWEEN THE CITY OF REDONDO BEACH
AND CITY MANAGER**

This Fourth Amendment to the Employment Agreement ("Fourth Amendment") is made between the City of Redondo Beach, a chartered municipal corporation ("City") and Mike Witzansky ("City Manager").

WHEREAS, on November 16, 2021, the parties entered into an Employment Agreement between the City of Redondo Beach and City Manager (the "Agreement"); and

WHEREAS, on January 17, 2023, the parties entered into a First Amendment to the Agreement ("First Amendment") to extend the term and increase the salary; and

WHEREAS, on June 4, 2024, the parties entered into a Second Amendment to the Agreement ("Second Amendment") to extend the term and increase the salary; and

WHEREAS, on January 7, 2025, the parties entered into a Third Amendment to the Agreement ("Third Amendment") to extend the term and increase the salary; and

WHEREAS, the parties desire to further extend the term of the Agreement and increase the salary.

NOW THEREFORE, in consideration of the promises and mutual covenants contained herein, and intending to be legally bound, the parties hereby agree to make the following amendments to the Agreement:

1. Section 2: Term, Renewal and Expressed At-Will Status. The term of the Agreement is extended until December 31, 2028, unless terminated earlier pursuant to the terms of the Agreement. All other provisions of this section shall remain in force and effect.
2. Section 4: Salary and Exempt Status. City agrees to pay City Manager for his services rendered a base annual salary of \$305,000 ("Base Salary"), effective January 1, 2026. All other provisions of this section shall remain in force and effect.
3. No Other Amendments. The Agreement, the First Amendment, the Second Amendment, the Third Amendment and the Fourth Amendment constitute the entire agreement between the parties and supersede any previous oral or written agreement with respect to the subject matter hereof. In the event of any inconsistency between the terms of the Agreement, the First Amendment, the Second Amendment, the Third Amendment and this Fourth Amendment, the terms of this Fourth Amendment shall govern.

IN WITNESS WHEREOF, the parties have executed this Fourth Amendment in Redondo Beach, California, as of this 6th day of January, 2026.

CITY OF REDONDO BEACH,
a chartered municipal corporation

MIKE WITZANSKY

James A. Light, Mayor

Mike Witzansky, City Manager

ATTEST:

APPROVED AS TO FORM:

Eleanor Manzano, City Clerk

Joy A. Ford, City Attorney