

**FOURTH AMENDMENT TO
CITY OF LOMPOC
CITY MANAGER EMPLOYMENT AGREEMENT**

This FOURTH AMENDMENT TO CITY OF LOMPOC CITY MANAGER EMPLOYMENT AGREEMENT (FOURTH AMENDMENT) is made and entered into on October 7, 2025, by and between the CITY OF LOMPOC, a general law city and municipal corporation (CITY) and Dean Albro, an individual (EMPLOYEE).

RECITALS

WHEREAS, on December 21, 2021, the City Council of the City (City Council) entered into the City of Lompoc City Manager Employment Agreement (AGREEMENT) with EMPLOYEE; and

WHEREAS, by means of a First Amendment to the AGREEMENT (FIRST AMENDMENT) entered into on December 20, 2022, the City Council and EMPLOYEE agreed to amend the AGREEMENT to: i) provide EMPLOYEE with an annual base salary increase of 4% effective January 1, 2023 and ii) provide that EMPLOYEE is subject to the same vacation, management, and holiday leave cashout election timing and payout requirements as the City's Management, Supervisory, and Confidential (MS&C) employees; and

WHEREAS, by means of a Second Amendment to the AGREEMENT (SECOND AMENDMENT) entered into on February 6, 2024, the City Council and EMPLOYEE agreed to amend the AGREEMENT to provide a 4% annual base salary increase; and

WHEREAS, by means of a Third Amendment to the AGREEMENT (THIRD AMENDMENT) entered into on January 21, 2025, the City Council and EMPLOYEE agreed to amend the AGREEMENT to: i) provide a 5% annual base salary increase and ii) allow EMPLOYEE to cash out 100% of his accrued unused sick leave upon separation; and

WHEREAS, Section 8.2 of the AGREEMENT provides that the AGREEMENT may be amended at any time by mutual consent of the parties by an instrument in writing, which amendment shall require City Council approval; and

WHEREAS, the parties now desire to further amend the AGREEMENT to: i) provide a 4% annual base salary increase effective the first full payroll period following October 7, 2025 and ii) extend the term of the Agreement by two (2) years from January 2, 2026 until January 3, 2028; and

WHEREAS, EMPLOYEE desires to accept these employment terms as such from the CITY and has provided his written consent to the following terms and conditions in this FOURTH AMENDMENT.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, CITY and EMPLOYEE hereby agree as follows:

AGREEMENT

SECTION 1. The above recitals are incorporated by reference as if set forth in full herein.

SECTION 2. Section 2.1 of the AGREEMENT is hereby amended, in its entirety, to read as follows (deletions shown in ~~striketrough~~, additions shown in ***bold italics***):

“2.1 Current Base Salary. EMPLOYEE shall receive Two Hundred Thirty Thousand Dollars (\$230,000.00) as his annual base salary for the city manager position (“Salary”), which shall be paid on a pro-rated basis bi-weekly at the same time as other employees of the CITY are paid. The Salary shall be subject to normal and proper withholdings as determined by state and federal law and as determined appropriate by the City Council and shall be subject to payroll taxes, workers’ compensation, and other payroll-related liability costs.

Effective January 1, 2023, EMPLOYEE received an annual base Salary of Two Hundred Thirty-Nine Thousand and Two Hundred Dollars (\$239,200).

Effective the first full pay period following February 6, 2024, EMPLOYEE received an annual base Salary of Two Hundred Forty-Eight Thousand Seven Hundred Sixty-Eight (\$248,768).

Effective the first full pay period following January 21, 2025, EMPLOYEE ~~shall~~ received an annual base Salary of Two Hundred Sixty-One Thousand, Two Hundred Six and 40/100 (\$261,206.40).

Effective the first full pay period following October 7, 2025, EMPLOYEE shall receive an annual base Salary of Two Hundred Seventy-One Thousand, Six Hundred Fifty Four and 66/100 Dollars (\$271,654.66).

SECTION 3. Section 3.2 of the AGREEMENT is hereby amended, in its entirety, to read as follows (deletions shown in ~~striketrough~~, additions shown in ***bold italics***):

“3.2 Term. The CITY hereby employs EMPLOYEE on an at-will basis ~~for the term of 24 months commencing on January 3, 2022, and continuing through January 2 3, 2024 2028. This Agreement shall be renewable for two additional 12-month terms, subject to mutual consent; provided, that this Agreement shall automatically renew for each of those terms, unless, within 30 days before the end~~

~~of the then current term, the CITY or EMPLOYEE provides the other party written notice of its intent not to renew this Agreement.”~~

SECTION 4. This FOURTH AMENDMENT shall be effective the date on which it has been executed by all parties.

SECTION 5. Except as expressly amended by this FOURTH AMENDMENT, the underlying terms, conditions, and compensation of EMPLOYEE of and for his employment as City Manager shall be as set forth in the AGREEMENT, FIRST AMENDMENT, SECOND AMENDMENT, and THIRD AMENDMENT.

[SIGNATURES ON FOLLOWING PAGE]

IN WITNESS WHEREOF, the CITY has caused this FOURTH AMENDMENT to be signed and executed on its behalf by its Mayor, and duly attested by its officers thereunto duly authorized, and EMPLOYEE has signed and executed this FOURTH AMENDMENT, both in duplicate.

CITY OF LOMPOC

ATTEST:

James Mosby, Mayor

Stacey Haddon, City Clerk

APPROVED AS TO FORM:

Jeff Malawy, City Attorney

CITY MANAGER



DEAN ALBRO

Dated: 9/12/25