

Contract No. 23,680-3
THIRD AMENDMENT TO AT-WILL EMPLOYMENT AGREEMENT
BETWEEN THE CITY OF PASADENA
AND
MIGUEL MÁRQUEZ

This **THIRD AMENDMENT TO AGREEMENT** is entered into this 24th day of November, 2025 by and between the City of Pasadena, a municipal corporation (hereinafter the "City") and Miguel Márquez, (hereinafter "Employee").

RECITALS

WHEREAS, the City and Employee entered into an At-Will Employment Agreement ("Agreement") on July 11, 2022, setting forth the terms of Employee's employment as the City Manager; and

WHEREAS, the City and Employee entered into a first amendment to the Employment Agreement ("Agreement") on November 13, 2023; and

WHEREAS, the City and Employee entered into a second amendment to the Employment Agreement ("Agreement") on October 21, 2024; and

WHEREAS, it is the desire of the CITY to continue to retain the services of EMPLOYEE as City Manager and the desire of the EMPLOYEE to continue to serve in that capacity;

WHEREAS, both parties hereto agree to amend the Agreement as follows:

NOW THEREFORE, in consideration of the mutual promises, covenants and conditions herein contained, the parties hereto agree as follows:

1. Section 3A is amended to read, in its entirety, as follows:

"A. City agrees to pay EMPLOYEE a base salary of \$436,339 (four hundred thirty-six thousand three hundred thirty-nine dollars) annually, subject to legally permissible or required deductions, prorated and paid on the City's normal paydays, effective July 14, 2025."

2. Section 3D(4) is amended to read, in its entirety, as follows:

"4) Management Time Off: EMPLOYEE will be granted 120 hours of management time off annually. Management Time Off has a maximum of 120 hours and the EMPLOYEE'S bank cannot exceed 120 hours. Any Management Time Off received in excess of 120 hours will automatically be cashed out. At the time of separation from the City, earned but unused Management Time Off hours will be paid at base hourly rate of pay to EMPLOYEE with his final paycheck."

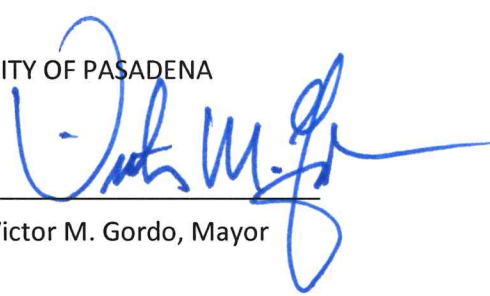
3. Section 3D(5) is amended to read, in its entirety, as follows:

"5) Vehicle Allowance: EMPLOYEE will receive a monthly vehicle allowance of \$700 for the use of the EMPLOYEE'S personal vehicle for CITY business and will use CITY vehicles on an exception basis only. EMPLOYEE may not receive mileage reimbursement at any time. EMPLOYEE shall participate in the Prideshare Program, which requires solo drivers to pay \$17.50 per pay period."

4. All other terms and conditions of the Agreement not modified herein shall remain in full force and effect.

Date

CITY OF PASADENA



Victor M. Gordo, Mayor

Date

Miguel Márquez, Employee

Approved as to form:



Lesley Cheung, Assistant City Attorney

ATTEST:

Mark Jomsky, City Clerk