

**THIRD AMENDMENT TO**  
**CITY MANAGER EMPLOYMENT AGREEMENT**

THIS SECOND AMENDMENT is made and entered into this 16th day of January 2024, by and between the City of Coronado, a municipal corporation of the State of California, hereinafter referred to as "City" and Christina J. Friend, hereinafter referred to as "Officer".

**RECITALS**

1. WHEREAS, City and Officer entered into a "City Manager Employment Agreement," effective September 16, 2021, (the "Agreement"), by which City and Officer established the terms and conditions for employment of the Officer, by the City, as the City Manager and chief executive officer of the City of Coronado.

2. WHEREAS, on December 6, 2022, the City Council approved the First Amendment amends and incorporates the Agreement ("First Amendment").

3. WHEREAS, on January 16, 2024, the Second Amendment to the Agreement was approved by the City Council. (Second Amendment").

4. WHEREAS, the terms of the Agreement provide, among other things, benefits, and compensation payable to the Officer.

5. WHEREAS, the City Council reviewed and conducted an evaluation of the Officer's performance after the third anniversary of employment and determined a merit increase to the base salary and annual leave accrual is warranted after a positive review.

6. WHEREAS, the City and Officer intend that all terms of the Agreement and subsequent amendments shall remain effective to the extent they are not amended by this Third Amendment to the Employment Agreement.

NOW, THEREFORE, in consideration of the mutual covenants herein contained the parties agree to this Third Amendment to City Manager Employment Agreement as follows:

Section 1. Section 4(A)(1)(a) of the Agreement is hereby amended to read as follows:

**Base Salary**

The annual base salary for the position of City Manager shall be \$295,570.00 effective the first pay period in December 2024.

Section 2. Section 4(B)(2)(a) of the Agreement is hereby amended to read as follows:

Leave Allowance

Officer shall receive the same annual leave accrual and benefits as provided to the Executive Employees at the highest range plus an additional eighty (80) hours annually.

Section 3. The term of this Third Amendment is effective as of December 1, 2024.

Section 4. Except as modified in this Third Amendment, each and every term and condition of the Amended Agreement shall remain in full force and effect.

“City”

CITY OF CORONADO  
a municipal corporation

“Officer”

By \_\_\_\_\_  
Richard Bailey, Mayor

\_\_\_\_\_  
Christina J. Friend

ATTEST:

By: \_\_\_\_\_  
Kelsea Holian, MMC, CPM  
City Clerk

APPROVED AS TO FORM:

\_\_\_\_\_  
Johanna N. Canlas, City Attorney