

EXHIBIT A
(Resolution No. 8513)

**SECOND AMENDMENT
TO CITY MANAGER EMPLOYMENT AGREEMENT BETWEEN THE
CITY OF HAWTHORNE AND VONTRAY NORRIS**

THIS SECOND AMENDMENT TO THE CITY MANAGER EMPLOYMENT AGREEMENT with Vontray Norris (“Norris”), is made and entered into this 11th day of March 2025, by and between the City of Hawthorne (“City”) and Norris.

RECITALS

- A. Reference is hereby made to the City Manager Employment Agreement (“CM Agreement”) between the City of Hawthorne and Norris with the “effective date” of October 27, 2021.
- B. Reference is hereby made to the First Amendment to the City Manager Employment Agreement (“First Amendment”) dated December 12, 2023.
- C. During the regularly scheduled City Council meeting of February 25, 2025, the City Council directed a Second Amendment to the City Manager Employment Agreement and appointed Councilman Alex Monteiro as the City’s Negotiator.
- D. Norris and Councilman Alex Monteiro met and negotiated this Second Amendment to the CM Agreement.

NOW, THEREFORE, in consideration of the foregoing Recitals, the agreement of the parties as set forth herein and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties agree as follows:

- Section 4 of the CM Agreement is hereby deleted and replaced with a new Section 4, which shall read as follows:

The effective date of this agreement shall be March 11, 2025. Unless earlier terminated, this Agreement shall expire on December 12, 2030.

- Section 7 of the CM Agreement is hereby deleted and replaced with a new Section 7 which shall read as follows:

City shall compensate Norris at the base salary of \$323,400 annually, to be paid on a bi-weekly basis during the term of this Agreement.

- Section 9(G) of the CM Agreement is hereby deleted and replaced with a new Section 9(G), which shall read as follows:

Deferred Compensation. The City will contribute \$1,500 per month to Norris toward his 457(b) Deferred Compensation Plan. In addition, the City will match Norris’ contribution Plan up to \$400 per month.

- Section 10 of the CM Agreement is hereby deleted and replaced with a new Section 10 which shall read as follows:

The City shall annually review Norris for Performance Evaluation. If after each annual Performance Evaluation, the city council by a majority vote determines that another increase in pay is warranted, Norris shall be entitled to an increase in pay by ten percent (10%) of his then salary.

- Section 14(b) of the CM Agreement is hereby deleted and replaced with a new Section 14(b), which shall read as follows:

Severance. Norris may elect to receive a severance package from the City which shall be equivalent to the lesser of (i) twelve (12) months salary, or (b) the number of months left on the unexpired contract multiplied by Norris' then current monthly rate. This provision shall be interpreted to comply with the requirements of Government Code section 53260. Norris shall have the option of receiving the severance payment in equal monthly payments or in a lump sum amount. Norris shall receive his entire unused vacation, sick, floating holiday and administrative leave time at the base salary rate at time of the termination. This subparagraph (b) shall not apply if the Agreement expires naturally.

- Section 9(V) to the CM Agreement is hereby added which shall read as follows:

Longevity Pay: Norris shall be paid a Longevity Pay of five percent (5%) at the five-year anniversary of his appointment as the City Manager on October 12, 2026 with an additional one percent (1%) for each subsequent year.

IN WITNESS WHEREOF, this Second Amendment to City Manager Employment Agreement Between the City of Hawthorne and Vontray Norris has been executed by the duly authorized representatives.

CITY OF HAWTHORNE

CITY MANAGER

By: _____
ALEX VARGAS, MAYOR

By: _____
VONTRAY NORRIS

APPROVED AS TO FORM

ATTEST

By: _____
ROBERT M. KIM
CITY ATTORNEY

By: _____
DAYNA WILLIAMS-HUNTER
CITY CLERK

