

**FIRST AMENDMENT TO EMPLOYMENT AGREEMENT BETWEEN THE  
CITY OF SANTA ANA AND ALVARO NUÑEZ**

THIS FIRST AMENDMENT TO EMPLOYMENT AGREEMENT BETWEEN THE CITY OF SANTA ANA AND ALVARO NUÑEZ is entered into this 1st day of April 2025, by and between Alvaro Nuñez (“City Manager”), and the City of Santa Ana, a charter city and municipal corporation duly organized and existing under the Constitution and laws of the State of California (“City”).

**RECITALS**

- A. The Parties entered into Agreement #A-2024-135 dated August 6, 2024 (“Agreement”) by which Alvaro Nuñez agreed to serve as City Manager for City. The Agreement is current and in effect;
- B. On March 18, 2025, the City Manager received a positive performance evaluation and proposed a salary increase to \$340,200; and
- C. The City Council desires to provide a salary increase to the City Manager.

Now, therefore, in consideration of the mutual and respective promises, and subject to the terms and conditions of said Agreement, except as herein modified, the Parties agree as follows:

**THE PARTIES THEREFORE AGREE:**

- 1. SECTION 5, Compensation, subsection a, Base Salary, shall be amended to provide for an annual salary of three hundred forty thousand two hundred dollars and no cents (\$340,200.00) retroactive to March 18, 2025.
- 2. Except as hereinabove modified by this First Amendment, the terms and conditions of said Agreement remain unchanged and in full force and effect.

IN WITNESS WHEREOF, the parties hereto have executed this First Amendment to the Agreement the date and year first above written.

ATTEST:

CITY OF SANTA ANA

\_\_\_\_\_  
Jennifer L. Hall  
City Clerk

\_\_\_\_\_  
Valerie Amezcua  
Mayor

[Signatures continue on the next page]

APPROVED AS TO FORM:

Sonia R. Carvalho  
City Attorney

By: Laura A. Rossini  
Laura A. Rossini  
Chief Assistant City Attorney

Alvaro Nuñez  
Alvaro Nuñez  
Employee