

**FOURTH AMENDMENT TO  
CITY MANAGER EMPLOYMENT AGREEMENT**

**BETWEEN  
THE CITY OF VISALIA AND LESLIE B. CAVIGLIA**

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WHEREAS, the City Council (the "Council") of the City of Visalia (the "CITY") desires to continue to employ the services of Leslie B. Caviglia (the "CITY MANAGER"), in accordance with Article IV and Article VI of the Charter of the City of Visalia (the "Charter"); and

WHEREAS, the CITY acting through the Council has entered into that certain contract titled "City Manager Employment Agreement. An Agreement Made And Entered Into By And Between City Of Visalia and Leslie B. Caviglia" dated September 4, 2021 as amended December 4, 2021, June 15, 2022 and May 17, 2023 (the "Agreement"); and

WHEREAS, the Council has approved certain salary adjustments for all City of Visalia employees. In recognition of City Manager's performance and 28 years of experience with CITY, wishes to adjust her compensation and has by action of the Council elected to provide this adjustment to City Manager; and.

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

1. Effective the pay period that includes July 1, 2024, Section 3(A) of the Agreement is hereby deleted and replaced as follows:

A. Base Salary. In consideration for her services to CITY during the period in which this Agreement is effective, CITY will pay to CITY MANAGER a base salary of **\$248,209** per year. CITY may, in its sole discretion and from time-to-time, adjust CITY MANAGER's base salary at any time after the Effective Date and during the term of this Agreement. Base salary shall accrue daily and be paid through biweekly pay periods during the period in which this Agreement is effective and shall be subject to all lawful withholdings and deductions required by federal and state laws, and any other authorized deductions.

B. Experience Pay. In consideration for her 28 years of experience and service to CITY, and in addition to the Base Salary identified in Paragraph 1(A), CITY will pay to CITY MANAGER an additional eight percent (8%) in and for experience pay. Effective the pay period that includes July 1, 2024, 8% equates to **\$19,857** per year, which amount shall be adjusted commensurate with changes to CITY MANAGER's Base Salary. Experience pay shall accrue daily and be paid through biweekly pay periods during the period in which this Agreement is effective and shall be subject to all lawful withholdings and deductions required by federal and state laws, and any other authorized deductions.

3. All other terms and conditions of the Agreement not in conflict with the foregoing are restated and shall remain in full force and effect.

IN WITNESS WHEREOF, the Council of the City of Visalia, California, has authorized this Agreement to be signed and executed this \_\_\_\_ day of \_\_\_\_\_, 2024. ATTEST:

\_\_\_\_\_  
Michelle Nicholson, Chief Deputy  
City Clerk

\_\_\_\_\_  
Brian Poochigian, Mayor  
City of Visalia

Approved as to Form:

\_\_\_\_\_  
Rachele Berglund, Legal Counsel

APPROVED AND ACCEPTED:

Dated: \_\_\_\_\_

\_\_\_\_\_  
Leslie B. Caviglia, City Manager