

## FOURTH AMENDMENT TO CITY MANAGER EMPLOYMENT AGREEMENT

This Fourth Amendment to the Employment Agreement with the City Manager, originally entered into on June 14, 2022, is made and entered into as of this 18<sup>th</sup> day of November 2025 by and between the City of Littleton, Colorado ("City") and the City Manager, James L. Becklenberg ("City Manager").

1. Modification of Agreement, effective January 1, 2026.

Section 3.0, entitled "Salary," is hereby amended to read as follows:

- 3.1 City agrees to pay the City Manager for his services as the City Manager an annual base salary of \$261,739, payable in installments at the same time and manner as other full-time management level City employees.

2. Addition to Agreement, effective upon signing.

Addition of Section 5.1 "Vacation Rollover / Payout" to read as follows:

Should City Manager's vacation bank exceed 200 hours, City Manager may elect to be paid out any hours exceeding 200 hours at the end of the calendar year by informing Human Resources via email by December 1<sup>st</sup> of each year as to how many hours City Manager wishes to be paid out.

3. Except as expressly amended by this Amendment, the Employment Agreement shall remain in full force and effect.

CITY OF LITTLETON

CITY MANAGER

By: \_\_\_\_\_  
Kyle Schlachter  
Mayor

By: \_\_\_\_\_  
James L. Becklenberg

APPROVED AS TO FORM

\_\_\_\_\_  
Ashley Augustin  
Deputy City Attorney