

**FOURTH AMENDMENT**  
**TO**  
**CITY MANAGER EMPLOYMENT AGREEMENT**

This Fourth Amendment to the CITY MANAGER EMPLOYMENT AGREEMENT (“Employment Agreement”) is made and entered into this 15th day of April 2025, by and between the City of Beaumont (“City”) and City Manager Elizabeth Gibbs (Employee”).

WHEREAS, the parties entered into the Employment Agreement in 2022; and

WHEREAS, the parties entered into a First Amended and Restated City Manager Employment Agreement on or about April 18, 2023; and

WHEREAS, the parties entered into a Second Amendment to the Employment Agreement on or about December 19, 2023; and

WHEREAS, the parties entered into a Third Amendment to the Employment Agreement on or about April 16, 2024; and

WHEREAS, the Employment Agreement, First Amended and Restated City Manager Employment Agreement, the Second Amendment and the Third Amendment to the Employment Agreement are collectively referred to herein as the “Employment Agreement”; and

WHEREAS, the parties wish to further amend the terms of the Employment Agreement as set forth herein.

NOW, THEREFORE, it is mutually agreed that Section 2.1 of the Employment Agreement is amended to read as follows:

**COMPENSATION BENEFITS AND REIMBURSEMENT.**

“2.1 Base Salary. Commencing on April 11, 2025, EMPLOYEE’s gross annual salary shall be \$280,283.40 (hereinafter, the “Base Salary”) to be paid in monthly or bi-weekly installments at the same time and in the same manner as other management employees of CITY.”

Other than as amended above, all other terms of the Employment Agreement shall remain unchanged and in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Fourth Amendment to the Employment Agreement as of the day and year first written above.

**“CITY”**  
CITY OF BEAUMONT

By: \_\_\_\_\_  
Mike Lara, Mayor

**“EMPLOYEE”**  
ELIZABETH GIBBS

By: \_\_\_\_\_  
Elizabeth Gibbs, City Manager

**ATTEST:**

By: \_\_\_\_\_  
City Clerk

**APPROVED AS TO FORM:**

By: \_\_\_\_\_  
John O. Pinkney, City Attorney