

FOURTH AMENDMENT TO EMPLOYMENT AGREEMENT
FOR THE FIRE CHIEF OF THE
MENLO PARK FIRE PROTECTION DISTRICT

THIS FOURTH AMENDMENT is made and entered into as of August 20, 2024, by and between the Menlo Park Fire Protection District ("District"), a public agency, and Mark Lorenzen ("Mr. Lorenzen").

RECITALS

WHEREAS, the District hired Mr. Lorenzen to be Fire Chief of the District and entered into an Employment Agreement dated December 21, 2021; and

WHEREAS, the Employment Agreement has previously been amended to accurately state the CalPERS retirement formula applicable to Mr. Lorenzen (the First Amendment); to include an additional stipend and to adjust the District's contribution to Mr. Lorenzen's 401a plan (the Second Amendment); and to adjust the term of the Employment Agreement as well as other terms including adjustment of compensation after an annual performance review (the Third Amendment); and

WHEREAS, after completing Mr. Lorenzen's performance review, the District wishes to increase Mr. Lorenzen's annual salary; and

WHEREAS, at its regular meeting on August 20, 2024, the District's Board of Directors approved this Fourth Amendment.

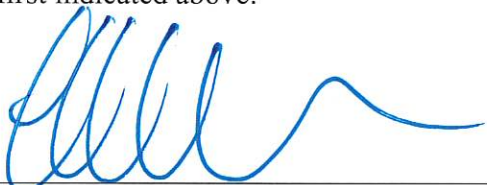
NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:

1. Article 3.1 of the Employment Agreement, entitled "Annual Base Salary" under the heading "Compensation," is amended to increase Mr. Lorenzen's salary and reads in its entirety as follows:


Annual Base Salary. Commencing on August 20, 2024, Mr. Lorenzen's compensation will consist of an annual base salary of \$367,180 The District will pay Mr. Lorenzen in installments at the same time and the same manner as the District's other management employees are paid.

3. Except as expressly modified by the First through Fourth Amendments, all terms and conditions of the Employment Agreement remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the day and year first indicated above.

By: 
Mark Lorenzen

MENLO PARK FIRE PROTECTION DISTRICT

By: 
Gary L. Bloom
President, Board of Directors