

## **FOURTH AMENDMENT TO THAT AMENDED AND RESTATED CITY MANAGER EMPLOYMENT AGREEMENT**

THIS FOURTH AMENDMENT TO THAT AMENDED AND RESTATED CITY MANAGER EMPLOYMENT AGREEMENT (the "Agreement") is made at Paramount, California on the 25th day of February 2025, by and between the City of Paramount, a municipal corporation ("City"), and John Moreno, an individual ("Manager").

### **RECITALS**

1. City and Manager entered into that certain Amended and Restated City Manager Employment Agreement ("Agreement") beginning February 1, 2022, and continuing thereafter subject to the terms of the Agreement; and
2. City and Manager entered into a First Amendment to the Amended and Restated City Manager Employment Agreement on June 21, 2022; and
3. City and Manager entered into a Second Amendment to the Amended and Restated City Manager Employment Agreement on February 28, 2023; and
4. City and Manager entered into a Third Amendment to the Amended and Restated City Manager Employment Agreement on June 25, 2024; and
4. City and Manager desire to amend Section 4 of the Agreement to include the Manager's deferred compensation and vehicle allowance in his salary, and to include cost of living adjustments to Manager.

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein and other good and valuable consideration, receipt of which is hereby acknowledged, it is hereby agreed by and between City and Manager to amend the Agreement as follows:

1. Section 4 (A) is hereby amended in its entirety to read as follows:

"A. Salary. City agrees to pay Manager for his services rendered pursuant to this Agreement hereto an annual base salary, which salary shall be \$312,200.64, effective March 1, 2025. This amount is inclusive of the deferred compensation (8%) and vehicle allowance (\$600.00 per month) salary conversions as approved in the Fourth Amendment to this Agreement. Additionally, the City shall pay Manager an annual Cost of Living Adjustment (COLA). COLA is measured utilizing the change in the Consumer Price Index for All Urban Consumers, Los Angeles-Long Beach-Anaheim, CA, as calculated by the U.S. Bureau of Labor Statistics based on the year-over-year CPI increase between February of the preceding year and February of the year in which the COLA is to be granted, up to a maximum annual cap of 5%. The COLA shall take effect on July 1st of each year, beginning July 1, 2025."

2. Sections 4 (B) and 4 (E) shall be removed from Section 4 and have no further force or effect as of July 1, 2025.

Except as expressly provided herein under this Fourth Amendment, all other provisions of that certain Amended and Restated City Manager Agreement dated February 1, 2022, amended on June 21, 2022, amended on February 28, 2023, and amended on June 25, 2024, shall remain in full force and effect.

Executed this 25th day of February 2025 at Paramount, California.

"City"

CITY OF PARAMOUNT,  
a municipal corporation

By:

  
ANNETTE C. DELGADILLO, Mayor

"Manager"

  
JOHN MORENO

ATTEST:



HEIDI LUCE, City Clerk

APPROVED AS TO FORM:

  
NICHOLAS R. GHIRELLI, City Attorney