

## FIFTH AMENDMENT TO AMENDED AND RESTATED CITY MANAGER EMPLOYMENT AGREEMENT

THIS FIFTH AMENDMENT TO THAT AMENDED AND RESTATED CITY MANAGER EMPLOYMENT AGREEMENT (the "Agreement") is made at Paramount, California on the 24th day of February, 2026, 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
5. City and Manager entered into a Fourth Amendment to the Amended and Restated City Manager Employment Agreement on February 25, 2025; and
6. The City Council conducted a performance evaluation of Manager on February 10, 2026; and
7. City and Manager desire to amend the Agreement to provide for a one-time health and wellness benefit.

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. A new Subsection (H) is hereby added to Section 4 to read as follows:

"H. Health and Wellness Benefit. City shall provide Manager with a one-time health and wellness benefit in the amount of \$8,000 to be used on a comprehensive executive health examination and related detection and prevention procedures in calendar year 2026. At Manager's election, City may either pay the health provider directly or reimburse Manager for such expenses upon Manager delivering an invoice for services from the health provider. "

2. Pursuant to Section 5(B) of the Agreement, the City Council awarded Manager with one additional week of Vacation Time in calendar year 2026.

Except as expressly provided herein under this Fifth 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, amended on June 25, 2024, and amended on February 25, 2026 shall remain in full force and effect.

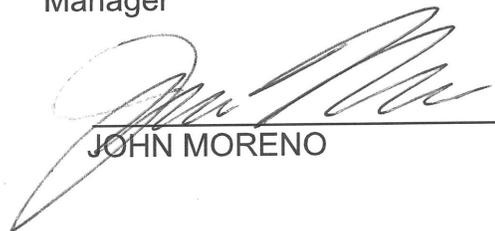
Executed this 24th day of February 2026 at Paramount, California.

“City”

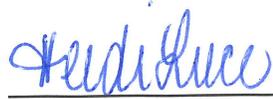
CITY OF PARAMOUNT,  
a municipal corporation

By:   
PEGGY LEMONS, Mayor

“Manager”

  
JOHN MORENO

ATTEST:

  
HEIDI LUCE, City Clerk

APPROVED AS TO FORM:

  
NICHOLAS R. GHIRELLI, City Attorney