

**FIRST AMENDMENT TO THE AMENDED AND RESTATED  
CITY MANAGER EMPLOYMENT AGREEMENT**

THIS FIRST AMENDMENT TO THE AMENDED AND RESTATED CITY MANAGER EMPLOYMENT AGREEMENT (the "Agreement") is made at Paramount, California on the 21<sup>st</sup> day of June, 2022, by and between the City of Paramount, a municipal corporation ("City"), and John Moreno, an individual, ("Manager").

**RECITALS**

Whereas, City and Manager entered into an Amended and Restated City Manager Employment Agreement ("Agreement") on February 1, 2022 and continuing thereafter subject to the terms of the Agreement; and

Whereas, City and Manager desire to amend Section 4. Compensation of the Agreement to reflect clarification in Manager's compensation which Manager has agreed to accept.

**NOW, THEREFORE**, in consideration of the promises and mutual covenants contained herein, it is hereby agreed by and between City and Manager as follows:

1. Section 4. Compensation

- A. Salary. City agrees to pay Manager for his services rendered pursuant to this Agreement hereto an annual base salary, which salary shall be \$230,000.00.

Additionally, for the sole purpose of offsetting previous reductions to the City's Employer Paid Member Contribution (EPMC) benefit for "Classic" CalPERS employees, City agrees to pay Manager an additional salary equal to 4% of the base salary as of February 1, 2022.

For purposes of this provision, Manager's salary shall increase up to an additional 4% on the following schedule as future EPMC reductions are approved by the City Council until Classic CalPERS employees pay their entire Member Share of 8%: Salary increase of 1.5% effective on the first full pay period of Fiscal Year 2022-23; Salary increase of 1.5% effective on the first full pay period of Fiscal Year 2023-24; and, Salary increase of 1% effective on the first full pay period of Fiscal Year 2024-25.

2. All other provisions of the Agreement shall remain in full force and effect.

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**IN WITNESS** whereof, the parties have entered into this First Amendment to the Agreement as of the year and day first written above.

“City”

CITY OF PARAMOUNT,  
a municipal corporation

By:

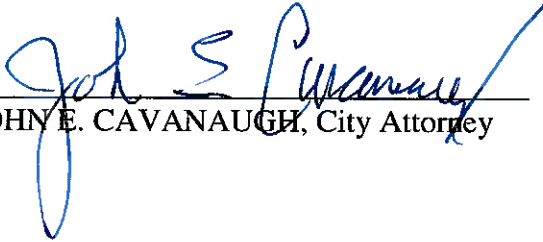
  
VILMA CUELLAR STALLINGS, Mayor

ATTEST:



HEIDI LUCE, City Clerk

APPROVED AS TO FORM:



JOHN E. CAVANAUGH, City Attorney

“Manager”

  
JOHN MORENO