

**AMENDMENT NO. 2
TO CITY MANAGER EMPLOYMENT AGREEMENT No. 21-XX
WITH JOSHUA NELSON**

This Second Amendment to the City Manager Employment Agreement No. 21-XX (the "Agreement"), is made and effective this 14th day of September 2023 by and between the City of Industry, State of California, a municipal corporation and charter city (hereinafter, the "City") and Joshua Nelson, an individual, (hereinafter, "Nelson"). City and Nelson are hereinafter collectively referred to as the "Parties."

RECITALS

WHEREAS, the City Council appointed Mr. Nelson as City Manager effective on August 2, 2021; and

WHEREAS, based on Mr. Nelson's performance, the City Council desires to amend the Agreement as set forth below.

AMENDMENT

NOW, THEREFORE, in consideration of the mutual covenants, promises and agreements set forth herein, it is agreed the aforesaid Agreement shall remain in full force and effect except as otherwise hereinafter provided:

Section II., Term Subsection A, is hereby revised to read in its entirety as follows:

A. The term of this Employment Agreement shall become effective on August 3, 2021 and will remain in full force and effect until August 2, 2027, unless otherwise terminated as set forth herein.

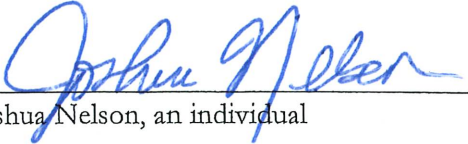
Section VII., Vacation, Sick and Other Supplemental Benefits Subsection B is hereby revised, in part, to read as follows:

B. Nelson, effective as of August 3, 2023, shall accrue vacation at the rate of 7.5 hours every two weeks of service with no limits on the number of hours accrued.

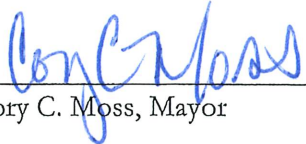
(SIGNATURES ON FOLLOWING PAGE)

IN WITNESS WHEREOF, the Parties hereto have hereunto affixed their signatures as of the date and year first above written.

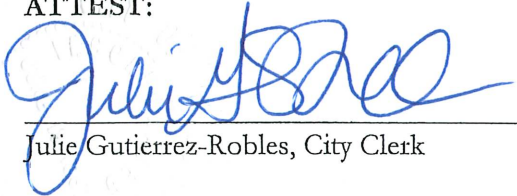
JOSHUA NELSON


Joshua Nelson, an individual

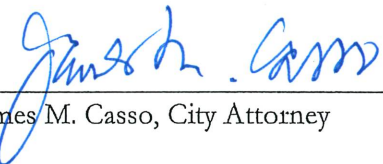
CITY OF INDUSTRY


Cory C. Moss, Mayor

ATTEST:


Julie Gutierrez-Robles, City Clerk

APPROVED AS TO FORM


James M. Casso, City Attorney