

AMENDMENT NO. 4
TO CITY MANAGER EMPLOYMENT AGREEMENT No. 21-XX
WITH JOSHUA NELSON

This Fourth Amendment to the City Manager Employment Agreement No. 21-XX (the "Agreement"), is made and effective this 23rd day of October 2025 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 VII., Vacation, Sick and Other Supplemental Benefits, Subsection D, is hereby revised to read in its entirety as follows:

D. Nelson may elect to participate in a 457 Deferred Compensation Retirement Plan. The City, on an annual basis, but no later than November 1, of each year of this Agreement, shall make a contribution of not less than the Internal Revenue Service maximum amount for which Nelson is eligible on Nelson's behalf to his account with the 457 Deferred Compensation Retirement Plan of Nelson's choice or, at Nelson's sole and absolute discretion, he may receive the City-paid deferred compensation as salary or a portion thereof, subject to customary withholdings. In the event Nelson exercises this option, the City-paid deferred compensation shall not be considered a part of Nelson's base salary for any adjustments for future cost of living increases that may be awarded as set forth in Section III, Compensation, Subsection B.

[SIGNATURES ON NEXT PAGE]

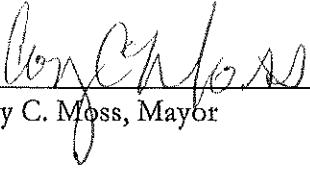
IN WITNESS WHEREOF, the Parties hereto have hereunto affixed their signatures as of the date and year first above written.

JOSHUA NELSON



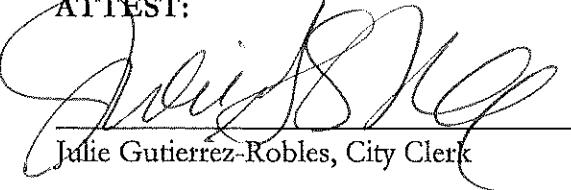
Joshua Nelson, an individual

CITY OF INDUSTRY



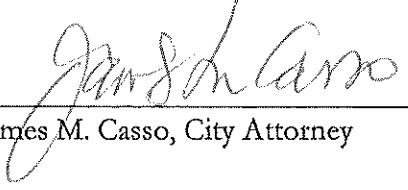
Cory C. Moss, Mayor

ATTEST:



Julie Gutierrez-Robles, City Clerk

APPROVED AS TO FORM



James M. Casso, City Attorney