

**AMENDMENT NO. 2
TO EMPLOYMENT AGREEMENT
WITH TROY HELLING**

This Second Amendment to the City Manager Employment Agreement (the "Agreement"), is made and effective this 10th day of October, 2019 by and between the City of Industry, State of California, a municipal corporation and charter city (hereinafter, the "City") and Troy Helling, an individual, (hereinafter, "Helling"). City and Helling are hereinafter collectively referred to as the "Parties" and individually as "Party."

RECITALS

WHEREAS, the City Council appointed Mr. Helling as Acting City Manager, effective on or about April 12, 2018; and

WHEREAS, on or about October 25, 2018, the City Council appointed Mr. Helling as the permanent City Manager; and

WHEREAS, based on Mr. Helling's performance, the City Council desires to amend Mr. Helling's salary, as set forth herein.

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 V., Compensation, is hereby revised to read in its entirety as follows:

Effective as of October 10, 2019, the City agrees to pay Helling for his services rendered hereunder at an annual rate of Two Hundred Sixty Thousand Dollars and Fifty-Two Cents (\$260,000.52), which sum shall be considered the base salary and shall be payable in installments at the same times as the City's other employees are paid, and subject to customary withholdings.

In Section XIII.H. the mailing address for James M. Casso shall be revised to read in its entirety as follows:

James M. Casso
Casso & Sparks, LLP
13300 Crossroads Parkway N
Suite 410
City of Industry, CA 91746

(SIGNATURES ON FOLLOWING PAGE)

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

CITY MANAGER



Troy Helling, an individual

CITY OF INDUSTRY



Cory C. Moss, Mayor

ATTEST:



Julie Gutierrez-Robles, City Clerk

APPROVED AS TO FORM



James M. Casso, City Attorney