

CITY OF SIGNAL HILL

FOURTH AMENDMENT TO THE CITY MANAGER EMPLOYMENT AGREEMENT

This FOURTH AMENDMENT TO THE CITY MANAGER EMPLOYMENT AGREEMENT (hereinafter referred to as the "FOURTH AMENDMENT") is entered into and made effective this 11th day of August, 2026, by and between the CITY OF SIGNAL HILL, a charter city and municipal corporation (hereinafter referred to as the "CITY") and CARLO TOMAINO, an individual (hereinafter referred to as "EMPLOYEE"). For purposes of this FOURTH AMENDMENT, CITY and EMPLOYEE may be collectively referred to as the "Parties" or individually as a "Party."

RECITALS

WHEREAS, EMPLOYEE has been serving as the City Manager for CITY under the City Manager Employment Agreement entered into on December 13, 2023 (hereinafter "EMPLOYMENT AGREEMENT"), as amended by the First Amendment to the City Manager Employment Agreement entered into on August 22, 2023 (hereinafter "FIRST AMENDMENT"), the Second Amendment to the City Manager Employment Agreement entered into on September 24, 2024 (hereinafter "SECOND AMENDMENT") and the THIRD Amendment to the City Manager Employment Agreement entered into on July 8, 2025 (hereinafter "THIRD AMENDMENT"); and

WHEREAS, pursuant to Sections 2.2, 2.3 and 5.2 of the EMPLOYMENT AGREEMENT, as amended, the City Council conducted a performance evaluation of EMPLOYEE on July 28, 2026; and

WHEREAS, based on that performance evaluation and EMPLOYEE's service to CITY, CITY and EMPLOYEE now desire to amend the EMPLOYMENT AGREEMENT as amended, as set forth below while leaving all other terms and conditions of employment the same;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the CITY and EMPLOYEE hereby agree to the amendments of the following provisions of the EMPLOYMENT AGREEMENT, FIRST AMENDMENT, SECOND AMENDMENT and THIRD AMENDMENT as follows:

AGREEMENT

2.0 COMPENSATION AND REIMBURSEMENT

2.1 Base Salary. For the services rendered pursuant to this AGREEMENT, EMPLOYEE's annual base salary shall be Three Hundred Twenty-Eight Thousand Fifty-Four Dollars (\$328,054) ("Base Salary"), retroactive to July 1, 2026 (inclusive of the cost-of-living increase and salary adjustment for 2026), which shall be paid on a pro-rated basis biweekly at the same time as other employees of the CITY are paid. Such Salary shall be subject to normal and proper withholdings as determined by state and federal law. It is the compensation philosophy of the City Council that the City Manager's compensation should be at least Seven and One-Half Percent (7.5%) higher than the next highest paid CITY employee, and therefore the City Council will consider an additional increase to EMPLOYEE's salary, at any time, if another CITY employee's salary is within 7.5% of EMPLOYEE's salary.

IN WITNESS WHEREOF, the City of Signal Hill has caused this FOURTH AMENDMENT to be signed and executed on its behalf by its Mayor, and duly attested by its officers thereunto duly authorized, and EMPLOYEE has signed and executed this AGREEMENT, all in triplicate.

CITY OF SIGNAL HILL

EMPLOYEE

Tina L. Hansen
Mayor

Carlo Tomaino

ATTEST:

Daritza Gonzalez
City Clerk

APPROVED AS TO FORM:

Best Best & Krieger LLP
City Attorney