

**SECOND AMENDMENT
TO CITY MANAGER EMPLOYMENT AGREEMENT**

This Second Amendment (“Second Amendment”) to that certain City Manager Employment Agreement between the City of Pomona (“City”) and Dr. Anita D. Scott, entered into February 5, 2024 (“Employment Agreement”), is made by and between the City of Pomona, a California charter city and municipal corporation and Dr. Anita D. Scott, an individual (herein referred as the “City Manager”) on April 20, 2026.

RECITALS

WHEREAS, City and City Manager have previously entered into an Employment Agreement whereby City's City Council employed the City Manager to serve in the position of City Manager as prescribed by Article VI of the City Charter of the City of Pomona which sets forth the powers and duties of the City Manager (Section 603) and sets forth separation of powers (601(d)).

WHEREAS, on April 21, 2025, City's City Council approved the First Amendment to the Employment Agreement for City Manager.

WHEREAS, on April 6, 2026, City's City Council undertook the annual performance evaluation and the salary review required by Section 7(D) of the Employment Agreement during a lawfully convened closed session.

WHEREAS, the City Council voted to authorize a four percent (4%) salary increase to City Manager's base salary effective February 8, 2026.

NOW, THEREFORE, the Parties hereby agree as follows:

As result of the satisfactory performance evaluation, the City's City Council and City Manager now desire to amend the Employment Agreement, as follows:

1. Amendment to Section 7. Compensation and Annual Evaluation:

Effective February 8, 2026, Manager's annual Base Salary shall be Three Hundred Fifty-Two Thousand Eight Hundred Twenty Dollars (\$352,820). Said amount shall be payable in bi-weekly installments at the same time and in the same manner as other employees of the City are paid. Increases in Manager's Base Salary may be effective at any time in the sole discretion of the City Council.

2. Remaining Provisions. Except as specifically set forth in this Second Amendment, the remaining provisions of the Agreement shall continue in full force and effect.

IN WITNESS WHEREOF, City and City Manager have executed this Second Amendment as of the day and year first written above.

CITY OF POMONA

EMPLOYEE



Tim Sandoval, Mayor



Anita D. Scott, City Manager

ATTEST:


for _____
Rosalia Butler, City Clerk, MMC

APPROVED AS TO FORM

Best Best & Krieger, LLP