

**AMENDMENT NO. 4  
TO EMPLOYMENT AGREEMENT BETWEEN THE  
CITY OF MOORPARK AND TROY BROWN**

This Amendment No. 4 to the February 7, 2018 Employment Agreement, as previously amended, ("Employment Agreement") between the CITY OF MOORPARK, a California municipal corporation and general law city ("the CITY"), and TROY BROWN ("EMPLOYEE"), an individual, is made and entered into this 7th day of July, 2021.

**RECITALS**

WHEREAS, on February 7, 2018, the CITY and EMPLOYEE entered into an Employment Agreement for the Non-Competitive Service, at-will position of City Manager; and

WHEREAS, the CITY and EMPLOYEE entered into Amendment No. 1 to the 2018 Employment Agreement on May 3, 2018; and

WHEREAS, the CITY and EMPLOYEE entered into Amendment No. 2 to the 2018 Employment Agreement on June 6, 2019, for purposes of adjusting salary and making other adjustments; and

WHEREAS, the CITY and EMPLOYEE entered into Amendment No. 3 to the 2018 Employment Agreement on June 3, 2020, to remove the fixed term of the Agreement; and

WHEREAS, the City Council has completed its annual review of EMPLOYEE's performance and the parties desire to make certain changes to the Employment Agreement; and

NOW, THEREFORE, it is mutually agreed by and between the parties to amend the Employment Agreement as follows:

SECTION 1. Effective July 7, 2021, Subsection 4.A, Base Salary is amended to read in its entirety as follows:

"Base Salary. Effective with the first full pay period commencing on or after July 1, 2021, Employee shall receive the same 2% cost-of-living allowance and 2% one-time payment granted to the City's Non-Competitive Service management employees. This will result in an annual base salary of \$227,780.80 and an hourly rate for accounting purposes of \$109.51, along with a one-time payment of \$4,555.62. Effective with the first full pay period commencing on or after July 1, 2022, Employee shall also receive the same 2% cost-of-living allowance granted to the City's Non-Competitive Service management employees. This will result in an annual base salary of \$232,336.00 and an hourly rate for accounting purposes of \$111.70."

SECTION 2. Except as revised by this Amendment No. 4, all of the other provisions of the Employment Agreement, as previously amended by Amendment No. 1, Amendment No. 2, and Amendment No. 3 shall remain in full force and effect.

CITY OF MOORPARK

EMPLOYEE

By: *Janice S. Parvin*  
Janice S. Parvin, Mayor

By: *Troy Brown*  
Troy Brown, City Manager

Attest:

*Ky Spangler*  
Ky Spangler, City Clerk

