

FIRST AMENDMENT TO EMPLOYMENT AGREEMENT BETWEEN THE CITY OF RIALTO AND TANYA WILLIAMS

THIS FIRST AMENDMENT TO EMPLOYMENT AGREEMENT FOR THE POSITION OF CITY MANAGER (“Agreement”) is made and entered into this 26th day of August 2025, by and between the City of Rialto (“City”), a California municipal corporation and general law city, and Tanya Williams (“Williams”), an individual, on the following terms and conditions set forth below. Both City and Williams may individually be described as “Party” or jointly described as the “Parties”.

RECITALS

WHEREAS, the Parties entered into an Agreement dated February 11, 2025 by which Tanya Williams agreed to serve as the City Manager for the City of Rialto. The Agreement is current and in effect;

WHEREAS, Section 4.3 of the Employment Agreement provides that Williams will have access to the 401A, Money Purchase Pension Plan and Trust, subject to City Council modification of the plan as authorized by federal and state laws. Once Williams has completed three full and continuous years of employment with the City as its City Manager, City shall contribute seven hundred fifty dollars (\$750) per month towards Williams’s deferred compensation plan;

WHEREAS, the City Council has approved an adjustment to the City’s contribution to the Executive Management benefits profile 401A, Money Purchase Pension Plan and Trust from seven hundred fifty dollars (\$750) to nine hundred sixty dollars (\$960) per month;

WHEREAS, the City Council desires for the City Manager to have this same benefit and approves, by means of this amendment, and increase to the 401A contribution from seven hundred fifty dollars (\$750) per month to nine hundred sixty dollars (\$960) per month;

WHEREAS, City and Williams now desire to amend the Agreement through this first amendment;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, City and Williams hereby agree as follows:

AGREEMENT

SECTION 1. The above recitals are incorporated by reference as if set forth in full herein.

SECTION 2. Section 4.3 DEFERRED COMPENSATION of the Employment Agreement is hereby ***amended*** to read in its entirety as follows:

Effective the 26th of August 2025, WILLIAMS will have access to the 401A, Money Purchase Pension Plan and Trust, subject to City Council modification of the plan as authorized by federal and state laws. City shall contribute nine hundred sixty dollars (\$960) per month towards Williams's deferred compensation plan.

SECTION 3. Except as otherwise expressly amended by this Amendment, the underlying terms and conditions of the Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, City has caused this First Amendment to be signed and executed on its behalf by its Mayor, and duly attested by its officers thereunto duly authorized, and Williams has signed and executed this First Amendment.

CITY OF RIALTO

Joe Baca, Mayor

ATTEST:

Barbara McGee, City Clerk

APPROVED AS TO FORM:

Eric Vail, City Attorney

WILLIAMS

Tanya Williams