

CITY OF CLAREMONT

FOURTH AMENDMENT TO CITY MANAGER EMPLOYMENT AGREEMENT

This Fourth Amendment to City Manager Employment Agreement ("Fourth Amendment") is entered into as of the 28th day of July 2026 (the "Effective Date"), between the City of Claremont (hereinafter referred to as the "City") and Adam Pirrie (hereinafter referred to as "Mr. Pirrie" or "City Manager"). City and Mr. Pirrie are sometimes individually referred to in this Fourth Amendment as a "Party" and collectively as the "Parties." The above-named Parties hereby mutually agree and promise as follows:

RECITALS

1. City and Mr. Pirrie entered into that certain City Manager Employment Agreement, dated February 23, 2021 (the "Agreement"), by which the City and Mr. Pirrie established the terms, conditions, compensation, and other benefits for the City Manager's employment by the City. Terms that are capitalized in this Third Amendment have the same meaning as terms that are capitalized in the Agreement.

2. On or about February 8, 2022, the City and Mr. Pirrie entered into that certain First Amendment to City Manager Employment Agreement, which extended the Term of the Agreement to February 23, 2026 and changed the deadline for annual performance evaluations from July 31 to March 31 of each calendar year ("First Amendment").

3. On or about April 9, 2024, the City and Mr. Pirrie entered into that certain Second Amendment to City Manager Employment Agreement, which extended the Term of the Agreement to February 23, 2028 ("Second Amendment").

4. On or about February 25, 2025, the City and Mr. Pirrie entered into that certain Third Amendment to City Manager Employment Agreement, which modified Section 4 (Fringe Benefits) of the Agreement to allow Mr. Pirrie to receive the same monthly contribution for health insurance, including medical, dental, and vision insurance as Department Head employees who are part of the Claremont Management Association ("Third Amendment").

5. Throughout Mr. Pirrie's tenure, the City Council has consistently recognized that it is in the best interests of the City Council, City staff, the community, and other stakeholders to have stability in the City Manager position. As Mr. Pirrie approaches retirement, the Parties recognize that it is important to plan for a successful transition to the next City Manager. To that end, the Parties desire to amend the Agreement for a fourth time to: (1) increase Mr. Pirrie's salary by eight percent (8%) (an increase from \$277,548 to \$299,752 per year in 2026); (2) decouple Mr. Pirrie's annual cost of living adjustments ("COLAs") from the COLAs Department Head employees who are part of the Claremont Management Association receive and, instead, provide annual COLAs based on the consumer price index ("CPI"); (3) extend the Term of the Agreement to June 30,

2029; and (4) allow Mr. Pirrie to continue his employment for a thirty day (30) day period after the Term ends or after Mr. Pirrie retires or resigns to allow Mr. Pirrie to assist in transitioning his responsibilities to a new or interim City Manager.

AGREEMENT

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the Parties agree as follows:

Section 1. Section 1.1 of the Agreement and Section 1 of the Second Amendment are hereby amended to read as follows (additions underlined; deletions struck):

1.1 Term

The term of this Agreement shall be from February 23, 2021 (the "Effective Date"), through and including ~~February 23, 2028~~ June 30, 2029 ("Term"), unless earlier terminated as provided herein. The "Initial Term" of this Agreement is February 23, 2021 through and including February 23, 2022. Any term after February 23, 2022 is an "Extended Term."

Section 2. With annual cost of living adjustments under Section 2.2 of the Agreement, Mr. Pirrie's salary in 2026 is \$277,548 per year. Effective July 28, 2026, the City agrees to raise Mr. Pirrie's salary by eight percent (8%) to \$299,752 per year, subject to proration for 2026 and automatic annual cost of living adjustments provided in Section 2.2 of the Agreement. Section 2.1 of the Agreement is hereby amended to read as follows (additions underlined; deletions struck):

2.1 Salary

Mr. Pirrie's annual salary, commencing on ~~the Effective Date~~ July 28, 2026, shall be Two Hundred Ninety-Nine Thousand, Seven Hundred and Fifty Two Dollars (\$299,752) ~~Two Hundred Twenty-Four Thousand Dollars (\$224,000)~~.

Section 3. Section 2.2 of the Agreement is hereby amended to read as follows (additions underlined; deletions struck):

2.2 Cost of Living Adjustments

Prior to July 28, 2026, Mr. Pirrie shall receive the same cost of living adjustments, if any, that are provided to Department Head employees who are part of the Claremont Management Association ("CMA") (or the most comparable successor bargaining unit), with such adjustments to become effective at the same time they become effective for Department Head employees.

Effective July 28, 2026, Mr. Pirrie shall receive automatic annual cost of living adjustments each July 1 based on the change in the cost of living for the twelve (12) month period published for the month of May, as shown by the U.S. Department of Labor in its All Urban Consumers Index set forth for the Los Angeles-Long Beach-Anaheim area.

Section 4. Section 9.6 of the Agreement is hereby amended to read as follows (additions underlined; deletions struck):

9.6 Resignation or Retirement

If Mr. Pirrie desires to resign or retire from his position, he shall provide the City Council with at least thirty (30) calendar days' notice, in writing. In the event Mr. Pirrie resigns or retires from his employment with the City, Mr. Pirrie shall not be entitled to Severance Payment (as defined below above in Section 9.2) or any other severance benefit. The City Council may waive the thirty (30) day written notice requirement.

Upon mutual agreement of the Parties, the Term of this Agreement may be extended for up to thirty (30) days following resignation, retirement, or the expiration of the Term to allow Mr. Pirrie to assist in transitioning his responsibilities to a new or interim City Manager ("Transition Period"). During this Transition Period, Mr. Pirrie shall not be entitled to Severance Payment (as defined above in Section 9.2) or any other severance benefit. Either Party may terminate the Transition Period at any time, effective immediately upon written notice to the other Party.

Section 5. Except as otherwise amended by this Fourth Amendment, all other terms and conditions of the Agreement and prior Amendments shall remain in full force and effect.

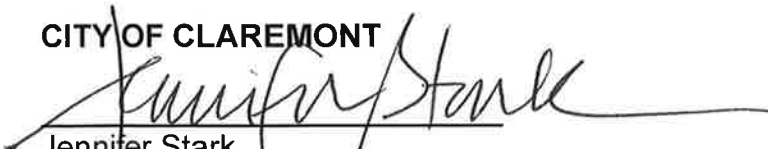
IN WITNESS WHEREOF, the Parties have executed this City Manager Employment Agreement on the 28th day of July, 2026.

CITY MANAGER



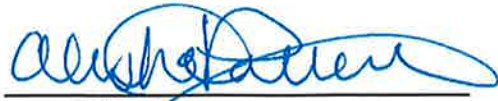
Adam Pirrie

CITY OF CLAREMONT



Jennifer Stark
Mayor of the City of Claremont

APPROVED TO FORM AND CONTENT:



City Attorney

ATTEST:



Shelley Desautels
City Clerk