

**ODIS JONES, CITY MANAGER**  
**AMENDMENT TO EXECUTIVE EMPLOYMENT AGREEMENT**

This Amendment to Employment Agreement ("Amendment") is entered into by and between the City of Culver City, California, a municipal corporation, hereinafter referred to as "City", and Odis Jones, hereinafter referred to as "Employee." The City and the Employee are collectively referred to as "the Parties" and agree as follows:

WHEREAS, on December 15, 2025, the Parties entered into an Executive Employment Agreement to appoint Employee as City Manager ("Agreement"); and

WHEREAS, the parties desire to modify and amend certain provisions of the Executive Employment Agreement; and

WHEREAS, at its meeting of March 9, 2026, the City Council authorized this Amendment to the Agreement.

NOW THEREFORE, in consideration of the foregoing, City and Employee mutually agree as follows:

1. Section 5.D (Temporary Rental Assistance) of the Agreement is hereby amended as follows:
  - A. Beginning March 1, 2026, Employee shall be reimbursed for up to \$6,500.00 per month for temporary rental assistance. The reimbursement shall be provided upon written documentation of actual costs, such as a copy of Employee's lease or rental agreement.
  - B. Temporary relocation assistance shall be extended for an additional three months, for a total of 12 months after Employee has relocated to Culver City or within a 10 mile radius of Culver City boundaries, terminating upon the purchase of a permanent residence
2. Section 5.K (Paid Time Off) of the Agreement is hereby amended as follows:
  - A. Notwithstanding Section 5.K of the Agreement and the provisions set forth in the Executive Compensation Plan, City shall provide Employee with an additional lump sum of 80 vacation hours to be added to Employee's vacation accrual bank for the pay period beginning March 23, 2026.
3. In accordance with Exhibit B (Residency Incentive) of the Agreement, City has reassessed the Residency Incentive set forth therein based on current market conditions and has renegotiated the terms of the Residency Incentive as follows:

- A. Section 3 of Exhibit B is hereby amended as follows: The loan shall not exceed 90% of the purchase price of the property up to \$2.8 million.
4. Except as expressly set forth herein, all terms and conditions of the Agreement shall remain in full force and effect.
  5. This Amendment shall be effective on March 9, 2026.
  6. The Parties acknowledge and agree that this Amendment may be executed in counterpart, and by faxed versions of an original signature or electronically scanned and transmitted versions (e.g., via pdf) of an original signature, which shall be considered as an original signature for all purposes and shall have the same force and effect as an original signature.

EMPLOYEE:

Dated: \_\_\_\_\_

By: \_\_\_\_\_  
Odis Jones  
City Manager

CITY OF CULVER CITY:

Dated: \_\_\_\_\_

By: \_\_\_\_\_  
Freddy Puza  
Mayor, City of Culver City

ATTEST:

APPROVED TO FORM:

\_\_\_\_\_  
Jeremy Bocchino  
City Clerk

\_\_\_\_\_  
Heather Baker  
City Attorney