

EMPLOYMENT AGREEMENT – DIRECTOR OF FINANCE CITY OF ORLAND

This Employment Agreement ("Agreement") is entered into by and between the City of Orland, a general law city ("City"), and Joanne Moore ("Employee"). This Agreement shall become effective on the date the last Party executes it (the 08-17-2026), provided that it shall not be executed by the City prior to (a) adoption by the City Council of a resolution establishing the Director of Finance classification and salary range, and (b) Employee's satisfactory completion of the City's background check.

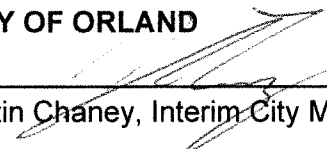
1. **Position and Duties.** City employs Employee as Director of Finance, a full-time, FLSA-exempt, unrepresented, confidential department head position. Employee shall serve as the City's chief financial officer, perform the duties set forth in the class specification adopted by Resolution No. 2026-12 and such other lawful duties as the City Manager may assign, and shall devote full working time to the position. Employee reports to the City Manager.
2. **At-Will Employment.** Employee serves at the will and pleasure of the City Manager and may be terminated at any time, with or without cause, subject only to Section 7. Nothing in this Agreement creates a property interest in continued employment, and no provision of the City's personnel rules granting disciplinary appeal rights shall apply.
3. **Commencement.** Employee's first day of employment shall be [08-17-2026].
4. **Salary.** Employee shall be compensated at Step 1 of the salary range for the classification (\$120,000 annually), paid in accordance with the City's normal payroll practices. Any salary advancement within the range shall be in accordance with the adopted salary schedule and approved by the City Manager. No salary or benefit shall exceed amounts set forth in the City's publicly available pay schedule.
5. **Benefits.** Employee shall receive the benefits provided to unrepresented management/department head employees of the City, including retirement (CalPERS, at the applicable classic or PEPRA formula based on Employee's membership status), health and welfare benefits, and leave accruals, as such benefits may be amended from time to time. [Optional: administrative leave of 80 hours per year.]
6. **Outside Activities.** Employee shall not engage in outside employment or activities that conflict with the interests of the City or interfere with performance of duties, without prior written approval of the City Manager.
7. **Termination and Severance.** If Employee is terminated without cause, City shall pay severance equal to 2 months of base salary, which the Parties agree is reasonable and which shall not exceed the limits of Government Code section 53260 (the lesser of the unexpired term or eighteen months). No severance shall be paid if Employee is terminated for cause, which includes conviction of a crime involving an abuse of office or position. Severance shall be conditioned on Employee's execution of a general release.
8. **Required Statutory Provisions.** Pursuant to Government Code sections 53243 through 53243.4: if Employee is convicted of a crime involving an abuse of office or position, Employee shall fully reimburse the City for (a) any paid leave salary provided pending an investigation, (b) any funds expended by the City for Employee's criminal legal defense, and (c) any cash settlement related to termination. Pursuant to Government Code sections 3511.1 and 3511.2, Employee is a "local agency executive," and this Agreement shall not provide for any automatic renewal that includes an automatic compensation increase

exceeding a cost-of-living adjustment, nor any maximum cash settlement exceeding the limits of Government Code sections 53260 through 53264.

9. **Indemnification.** City shall defend and indemnify Employee against claims arising out of acts or omissions within the course and scope of employment to the fullest extent required by Government Code sections 825 and 995 et seq.
10. **General Provisions.** This Agreement is the entire agreement of the Parties concerning its subject matter and may be amended only in a writing signed by both Parties and approved as required by law. It is governed by California law. If any provision is held invalid, the remainder shall continue in effect.

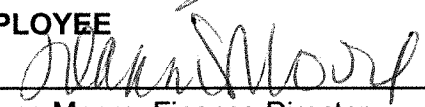
IN WITNESS WHEREOF, the Parties have executed this Agreement on the dates set forth below.

CITY OF ORLAND

By: 
Justin Chaney, Interim City Manager

Date: 8-10-26

EMPLOYEE


Joanne Moore, Finance Director

Date: 8/10/26

APPROVED AS TO FORM:


City Attorney