

FIRST AMENDMENT TO  
AGREEMENT FOR EMPLOYMENT  
OF  
ASSISTANT GENERAL MANAGER

THIS FIRST AMENDMENT TO AGREEMENT is made and entered on June 30, 2019, by and between MONTEREY ONE WATER, a California public agency, hereinafter referred to as "Agency," and Tamsen R. McNarie, hereinafter referred to as "Employee," as follows:

**Terms and Conditions**

1. Subparagraph a) paragraph 4 of the Agreement is hereby withdrawn and replaced with:

a) Agency agrees to pay Employee for services rendered pursuant hereto an annual base salary of \$221,000, payable in installments at the same time as other employees of the Agency are paid.

2. Subparagraph (iv) of subparagraph e) of paragraph 4 is withdrawn and replaced with:

(iv) Management Benefits. Excepting salary increases and vacation days, Employee shall receive all benefits provided to other management employees of the Agency, including a monthly cell phone allowance of \$50, longevity pay (once conditions of the policy are met), and certification/career incentive pay (once conditions of the policy are met).

3. Paragraph 8 is hereby withdrawn and replaced with:

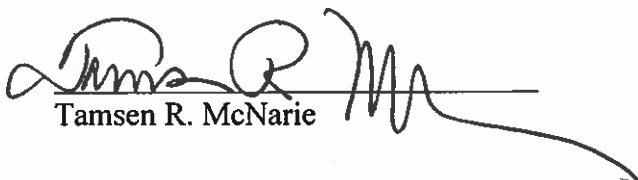
8. No Reduction of Benefits. Agency shall not at any time during the term of this Agreement reduce the salary, compensation or other financial benefits of Employee, except to the degree of such reduction for all other contract management employees of the Agency.

IN WITNESS WHEREOF, the Agency has caused this First Amendment to Agreement to be signed and executed on its behalf by the General Manager, and the Employee has signed and executed this First Amendment, the date first hereinabove set forth.

MONTEREY ONE WATER

By   
Paul A. Sciuto, General Manager

EMPLOYEE

  
Tamsen R. McNarie