

FIRST AMENDMENT TO
AGREEMENT FOR EMPLOYMENT
OF
DIRECTOR OF EMPLOYEE SERVICES

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

Terms and Conditions

1. Subparagraph a) of Paragraph 4 of the Agreement is hereby withdrawn and replaced with:
 - a) Agency agrees to pay Employee for her services rendered pursuant hereto an annual base salary of \$164,000, payable in installments at the same time as other employees of the Agency are paid.

2. Subparagraph (iii) of subparagraph e) of paragraph 4 of the Agreement is hereby withdrawn and replaced with:
 - (iii) 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. Subparagraph b) of paragraph 5 of the Agreement is hereby withdrawn and replaced with:
 - b) In the event this Agreement is terminated by the Agency without cause after the date of the First Amendment to this Agreement, Agency shall pay Employee a lump sum severance payment equal to four (4) months of Employee's salary. Employee concurs that this severance shall be the full and sole resolution of termination of employment by this Agency.

4. Paragraph 8 of the Agreement is hereby withdrawn and replaced with: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


Leara D. Sampson