

SECOND AMENDMENT TO EMPLOYMENT CONTRACT

THIS SECOND AMENDMENT TO EMPLOYMENT AGREEMENT (“Second Amendment”) is executed on June 20, 2018, by and between Tehachapi-Cummings County Water District (“**District**”), and Thomas P. Neisler (“**Employee**”).

WITNESSETH:

WHEREAS, the District and the Employee are parties to that certain Employment Agreement dated January 18, 2017 (the “**Employment Agreement**”), as amended by the First Amendment to Employment Agreement (“**First Amendment**”); and

WHEREAS, subparagraph a of paragraph 3 of the Employment Agreement as amended provides that the Employee’s annual salary is One Hundred Thirty Thousand Dollars (\$133,120), and that “Employee shall be eligible for all COLA increases granted to full-time employees of the District;” and

WHEREAS, the District has granted full-time employees of the District a COLA increase of 2.7 percent effective July 17, 2018, and the District has approved the same COLA increase for Employee; and

WHEREAS, the parties wish to amend the Employment Agreement to reflect that COLA increase and to provide that Employee shall automatically receive any future COLA increases granted to full-time employees of the District;

NOW, THEREFORE, IT IS AGREED as follows:

1.0. Amendment of Section 3.a. Subparagraph a of paragraph 3 of the Employment Agreement is hereby amended to read as follows:

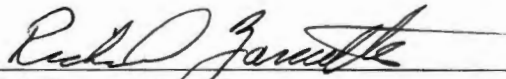
“Effective July 17, 2018, the District shall pay Employee a salary at the annualized rate of One Hundred Thirty-Six Thousand Seven Hundred Fourteen Dollars (\$136,714) for Employee’s services as General Manager, payable in accordance with the District’s customary payroll practices. Employee’s salary shall be adjusted annually for a cost-of-living adjustment in the percentage granted to full-time employees of the District. Employee’s performance and salary shall also be reviewed at least once annually, typically in June of each year.

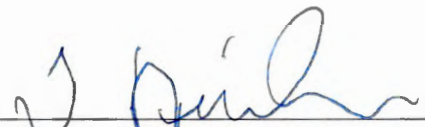
2.0. **Scope.** Except as amended hereby, the Employment Agreement dated January 18, 2017 remains in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the day and year first indicated above.

TEHACHAPI-CUMMINGS COUNTY
WATER DISTRICT

EMPLOYEE

By 
Rick Zanuto, President

By 
Thomas P. Neisler