

## THIRD AMENDMENT TO EMPLOYMENT CONTRACT

**THIS THIRD AMENDMENT TO EMPLOYMENT AGREEMENT** (“**Third Amendment**”) is executed on January 17, 2019, 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 Second Amendment to Employment Agreement (“**Second Amendment**”);

**WHEREAS**, subparagraph a of paragraph 3 of the Employment Agreement as amended provides that Employee’s annual salary is One Hundred Thirty-Six Thousand Seven Hundred Fourteen Dollars (\$136,714) and that “Employee’s performance and salary shall also be reviewed at least once annually, typically in June of each year;”

**WHEREAS**, upon review of Employee’s performance and salary, the Board has approved a merit increase in Employee’s salary of Five Thousand Four Hundred Dollars (\$5,400); and

**WHEREAS**, the parties wish to amend the Employment Agreement to reflect an annual salary increase of Five Thousand Four Hundred Dollars (\$5,400);

**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:

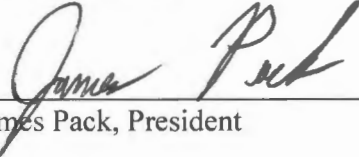
“Effective January 21, 2019, the District shall pay Employee a salary at the annualized rate of One Hundred Forty-Two Thousand One Hundred Fourteen Dollars (\$142,114) for Employee’s services as General Manager, payable in accordance with the District’s customary payroll practices. Employee’s salary 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.”

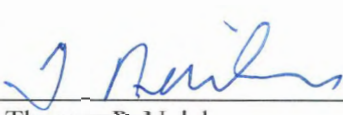
2.0. Scope. Except as amended hereby, the Employment Agreement dated January 18, 2017 remains in full force and effect.

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  \_\_\_\_\_  
James Pack, President

By  \_\_\_\_\_  
Thomas P. Neisler