

THIRD AMENDMENT TO  
AGREEMENT FOR EMPLOYMENT  
OF  
BUSINESS SERVICES MANAGER/  
CHIEF FINANCIAL OFFICER

THIS THIRD AMENDMENT TO AGREEMENT is made and entered into on December 1, 2019, by and between MONTEREY ONE WATER, a California public agency, hereinafter referred to as "Agency" and Fred W. Marsh, hereinafter referred to as "Employee" as follows:

Terms and Conditions

1. Paragraph 17 shall be added to read as follows:

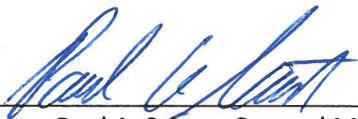
Retirement Health Savings Program

The Agency will reactivate its program with ICMA-RC for the employee. Beginning for the first pay period in January 2020, the employee shall make an ongoing biweekly contribution of \$1,550 to the employee's account on a pre-tax basis in the Agency's Retiree Health Savings Plan (RHS) with ICMA-RC. In addition, 100% of any leave cashouts by the employee shall be contributed to the employee's account on a pre-tax basis in the Agency's RHS plan.

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

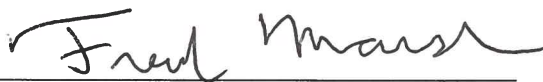
MONTEREY ONE WATER

BY



Paul A. Sciuto, General Manager

EMPLOYEE



Fred W. Marsh