

AMENDMENT TO AGREEMENT  
FOR EMPLOYMENT  
OF  
DIRECTOR OF EXTERNAL AFFAIRS

THIS 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 Michael D. McCullough, hereinafter referred to as "Employee," as follows:

**Terms and Conditions**

1. Paragraph 4, subparagraph a), of the Agreement is hereby withdrawn and replaced with:

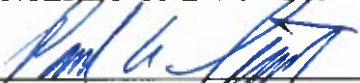
- a) Agency agrees to pay Employee for his services rendered pursuant hereto an annual base salary of \$156,000, payable in installments at the same time as other employees of the Agency are paid.

2. Paragraph 4, subparagraph e), subparagraph (iii) is 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).

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

MONTEREY ONE WATER

By   
Paul A. Sciuto, General Manager

EMPLOYEE

  
Michael D. McCullough