

## SECOND AMENDMENT TO EMPLOYMENT AGREEMENT

Between Las Gallinas Valley Sanitary District

And

Curtis D, Paxton (General Manager)

This SECOND AMENDMENT TO EMPLOYMENT AGREEMENT ("Agreement") is made and entered into this 20<sup>th</sup> day of NOVEMBER 2025, by and between the Las Gallinas Valley Sanitary District, a special district, ("District or Employer") and Curtis D. Paxton, ("Employee") both of whom understand as follows:

### RECITALS

WHEREAS, an Employment Agreement exists between the District and Employee, entered into on the 7<sup>h</sup> of July 2022; and

WHEREAS, a FIRST AMENDMENT TO EMPLOYMENT AGREEMENT exists between the District and Employee, entered into on the 15<sup>h</sup> of April 2024; and

WHEREAS, Section 3, Paragraph C of the Agreement requires the Board of Directors to review the performance of Employee annually and that upon satisfactory or greater than satisfactory performance the Board of Directors may at its sole discretion increase Employee's salary; and

WHEREAS, Section 3, Paragraph D of the Agreement provides that further salary increases during the term of this Agreement shall be based on District Salary Surveys or, in part, on a performance review with the percentage salary increase determined solely by the Board of Directors; and

WHEREAS, on February 15, 2024, the District Board authorized and approved an Amendment to the General Manager' s Employment Agreement providing for a merit pay increase of 5% to the base salary, effective the pay period containing August 8, 2023; and

WHEREAS, on November 6, 2025, the District Board authorized and approved an Amendment to the General Manager's Employment Agreement providing for a merit pay increase of 2% to the base salary, effective the pay period containing August 8, 2025; and

WHEREAS, on November 6, 2025, the District Board authorized and approved an Amendment to the General Manager's Employment agreement providing for vacation accrual identical to the benefit provided to the other Managers at the District; and

WHEREAS, Section 10, Paragraph B of the Agreement provides for modification of the agreement; and

WHEREAS, both Employer and Employee have read this Second Amendment to Employment Agreement and understand its contents fully.

NOW, THEREFORE, in consideration of the foregoing and the provisions and promises hereinafter set forth, the parties agree that "Section 3: Salary", paragraph "A", of the Agreement is amended to read in their entirety as follows:

A. Employer agrees to compensate Employee the amount of \$334,056.00 annually effective the first pay period that encompasses August 8, 2025.

NOW, THEREFORE, in consideration of the foregoing and the provisions and promises hereinafter set forth, the parties agree that "Section 5: Management Benefits", the first sentence of paragraph D, "Employee shall be entitled to 4 weeks per year vacation." shall be deleted and is amended to read as follows:

“Vacation accrual shall be calculated based on years of CalPERS public sector service beginning the first pay period after this amendment is executed. For the purposes of calculating vacation accrual, public sector service means service with a CalPERS agency or an agency with CalPERS reciprocity.”

IN WITNESS WHEREOF, Las Gallinas Valley Sanitary District has caused this Agreement to be signed and executed on its behalf by its Board President, and duly attested by its District Secretary, and the Employee has signed and executed this Agreement the day and year first above written.

  
\_\_\_\_\_  
Board President  
Las Gallinas Valley Sanitary District

Date: 11/20/25

  
\_\_\_\_\_  
Curtis D. Paxton

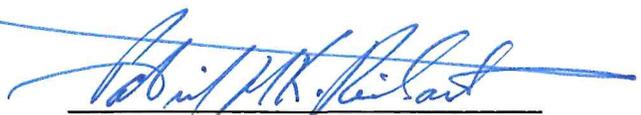
Date: 11/24/2025

  
\_\_\_\_\_  
Teresa Lerch  
District Secretary

Seal



APPROVED AS TO FORM:

  
\_\_\_\_\_  
Patrick M. K. Richardson, District Counsel for  
Las Gallinas Valley Sanitary District