

**FIRST AMENDMENT TO THE
GENERAL MANAGER EMPLOYMENT AGREEMENT
BETWEEN
CRESCENTA VALLEY WATER DISTRICT AND JAMES LEE**

This First Amendment to the General Manager Employment Agreement (“First Amendment”) between the Crescenta Valley Water District (“Employer” or “District”) and James Lee (“Employee”) is entered into this 14th day of July, 2026 (“Execution Date”).

Except as modified in this First Amendment, the underlying General Manager Employment Agreement dated December 9, 2025 (“Agreement”) between District and Employee shall remain in full force and effect. As provided in the Agreement, the salary adjustments provided in this First Amendment shall be effective as of July 1, 2026.

The parties to this First Amendment agree to the following changes:

Section 3.1 entitled, “Compensation” is hereby amended to read in its entirety as follows to reflect the 2025 cost of living adjustment of three percent (3%) as well as a four percent (4%) base salary increase awarded at the discretion of the District’s Board of Directors (the “Board”) following Employee’s annual salary review and evaluation:

3.1 Compensation. The District agrees to compensate Employee for services rendered hereunder at an annual base salary of \$350,280.53, as may be adjusted, from time to time, in accordance with Sections 3.2 and 3.3 hereinafter, or as this Agreement may be amended. Such salary shall be payable in equal installments at the same time as other employees of the District are paid. Such salary shall be adjusted for payroll taxes, workers’ compensation, and other applicable State and Federal payroll-related deductions. This position is exempt from overtime under District policies and law, including but not limited to the FLSA.

Section 3.6 entitled, “Retirement Contribution” is hereby amended to read in its entirety as follows to reflect the 2025 cost of living adjustment of three percent (3%):

3.6 Retirement Contribution. The District agrees to contribute to Employee’s 457 retirement account in the total amount of \$14,420.00 (“Retirement Contribution”) per year, subject to any maximum amounts allowed by law. The Retirement Contribution shall be adjusted annually based on the same annual cost of living adjustment detailed above.

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IN WITNESS WHEREOF, the Parties hereto have executed the First Amendment as of the Execution Date written above.

CRESCENTA VALLEY WATER DISTRICT

By: _____
President of the Board of Directors for Crescenta Valley Water
District

JAMES LEE

By: _____
James Lee