

Amendment No. 13 to Employment Agreement

This Amendment No. 13, effective this 16th day of February 2018, shall serve to modify the existing Employment Agreement (“AGREEMENT”) between Yucaipa Valley Water District (“YVWD”) and Joseph B. Zoba (“EMPLOYEE”) dated February 1, 1999 and all other contract Amendments.

Except as specifically provided herein, the Agreement and Amendments shall remain in full force and effect as originally stated.

The Parties agree to Amend said Agreement as follows to implement changes to the District bargaining units approved by the Board of Directors on February 6, 2018:

1. PERS Retirement Contribution. Classic PERS members shall be responsible for paying the employee portion of the PERS retirement contribution (currently seven percent), effective on the date provided above.
2. Term. The term of this Agreement between YVWD and EMPLOYEE shall be extended to December 31, 2025.
2. Compensation. The Parties recognize that compensation for EMPLOYEE was provided in Amendment No. 7 effective of November 1, 2008 and changed with Amendment 12 on March 21, 2017. As such, the Parties agree to adjust the base compensation of EMPLOYEE, exclusive of the cost of any other benefits made available to EMPLOYEE, as follows:
 - a) Effective March 1, 2018 EMPLOYEE compensation shall be adjusted to \$207,088.
 - b) Effective January 1, 2019 EMPLOYEE compensation shall be adjusted to \$219,513.
 - c) Effective January 1, 2020 EMPLOYEE compensation shall be adjusted to \$226,099.
 - d) Effective January 1, 2021 EMPLOYEE compensation shall be adjusted to \$232,882.

In witness whereof, the parties have executed this Amendment No. 13 as of the date and year first written above.

/s/ Jay Bogh

/s/ Joseph B. Zoba

Jay Bogh, Board President
Yucaipa Valley Water District

Joseph B. Zoba