

## Amendment No. 12 to Employment Agreement

This Amendment No. 12, effective this 21<sup>st</sup> day of March 2017, 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:

1. Term. The term of this Agreement between YVWD and EMPLOYEE shall be extended to December 31, 2023.
2. Compensation. The Parties recognize that the last adjustment to compensation for EMPLOYEE was provided in Amendment No. 7 effective of November 1, 2008. As such, the Parties agree to adjust the base compensation of EMPLOYEE, exclusive of retirement contributions made by or on behalf of EMPLOYEE and the cost of any other benefits made available to EMPLOYEE, as follows:
  - a) Effective March 31, 2017 EMPLOYEE compensation shall be adjusted to \$182,585
  - b) Effective January 1, 2018 EMPLOYEE compensation shall be adjusted to \$193,540.
  - c) Effective January 1, 2019 EMPLOYEE compensation shall be adjusted to \$205,153.

In witness whereof, the parties have executed this Amendment No. 12 as of the date and year first written above.

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Jay Bogh, Board President  
Yucaipa Valley Water District

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Joseph B. Zoba