

**FIRST AMENDMENT TO
EMPLOYMENT AGREEMENT BETWEEN IRONHOUSE SANITARY DISTRICT
AND GENERAL MANAGER, JEAN-MARC PETIT**

This First Amendment to Employment Agreement (this “Amendment”) is made and entered into as of July 1, 2025 (the “Effective Date”), by and between the Ironhouse Sanitary District ("District"), and Jean-Marc Petit, an individual ("Employee"), with respect to that certain Employment Agreement dated as of July 22, 2024 (the “Employment Agreement”). Both District and Employee may individually be described as a "Party" or jointly described as the "Parties." Capitalized terms used herein but not defined herein will have the meanings ascribed to them in the Employment Agreement.

WHEREAS, the Parties hereto previously entered into the Employment Agreement on July 22, 2024 (the “Employment Date”); and

WHEREAS, on the Employment Date, the board of directors of the District (“Board”) appointed Employee to serve as the General Manager of the District.

WHEREAS, pursuant to the Employment Agreement, such Employment Agreement may be amended by a writing executed by the Parties thereto; and

WHEREAS, the Parties now desire to amend the Employment Agreement to change the base salary and certain other terms of the Employment Agreement, as set forth herein.

NOW, THEREFORE, the Parties hereto hereby agree as follows:

1. Section 5(A)(1) of the Employment Agreement shall be amended to add the following sentence to the end of such section:

“As of the July 1, 2025, Employee’s Annual Salary shall be increased to \$330,000.”

2. Section 5(B)(2)(a) shall be amended in its entirety to read as follows:

“(a) Vacation

Employee shall accrue 25 days (200 hours) of vacation per year. Employee shall notify the Board of any vacation or other absences lasting longer than one day. Employee shall accrue paid vacation time at the rate of twenty five (25) days per calendar year on the same basis as District employees with 20 years or more of service. Employee will be subject to all accrual provisions of the vacation accrual policy applicable to all District employees.”

3. Section 5(B)(2)(b) shall be amended in its entirety to read as follows:

“(b) Administrative Leave

Employee shall be credited with eighty (80) hours Administrative Leave per calendar year credited on January 1st of each year. Administrative Leave shall not carry over to the next year.”

4. Section 5(B)(4) shall be amended in its entirety to read as follows:

4. Cellular Phone Allowance.

Employee may either be provided a monthly cellular phone allowance of \$80.00 in exchange for making a cellular phone available for Employee’s own use and for District-related business and/or functions during, before, and after normal work hours, or employee may also elect to use a District Furnished cellular phone as an alternative to receiving an allowance per the Employment Terms and Conditions.

5. Section 6(A)(5)(a) shall be amended in its entirety to read as follows:

“5. Removal Without Cause.

- a. At the election of District, without cause and for any reason whatsoever or no reason at all, upon notice to Employee. The notice shall specify the Termination Date, which may be upon notice or later. If District removes Employee without Cause and Employee executes an irrevocable agreement, in a form acceptable to the District, including, but not limited to, the terms in sub-section 6.A.5.b.i, then the District shall pay Employee an amount equal to the amount specified below as severance ("Severance Pay"). This Severance Pay shall be paid in a lump sum. The Severance Pay shall be subject to the restrictions set forth in Government Code Section 53260.

1. For FY 24-25: Severance Pay shall be 3 months of base salary
2. For FY 25-26: Severance Pay shall be 4 months of base salary
3. For FY 26-27: Severance Pay shall be 5 months of base salary
4. For FY 27-28, and each year thereafter: Severance Pay shall be 6 months of base salary.”

6. Other than these amendments, the terms of the Employment Agreement remain unchanged.


[Signature Page Follows]

IN WITNESS WHEREOF, the Parties hereto hereby cause this Amendment to be executed effective as of the Effective Date.

District

Employee

IRONHOUSE SANITARY DISTRICT

Signed by:

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Angela Lowrey
Vice President, Board of Directors

Signed by:

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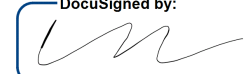
Jean-Marc Petit

ATTEST:

DocuSigned by:

By: D9C3FCA2EBA1422...
Cecilia Goff
District Secretary

APPROVED AS TO FORM

DocuSigned by:

By: C7AFF4605F3647F...
J. Leah Castella
General Counsel