

**AMENDMENT NO. 3**  
to  
**AMENDED AND RESTATED**  
**EMPLOYMENT CONTRACT FOR SERVICES AS GENERAL MANAGER OF**  
**MOULTON NIGUEL WATER DISTRICT**  
**(JOONE K. LOPEZ)**

This **AMENDMENT NO. 3** to *AMENDED AND RESTATED EMPLOYMENT CONTRACT FOR SERVICES AS GENERAL MANAGER OF MOULTON NIGUEL WATER DISTRICT*, dated June 10, 2021 (“Contract”), is made and entered into as of **December 14, 2023**, by and between MOULTON NIGUEL WATER DISTRICT (“District”), a California special district, and JOONE K. LOPEZ (“Employee”).

RECITALS

A. Section 4 of the Contract provides that performance evaluations shall be conducted annually by no later than December 31<sup>st</sup> of each year. In conjunction with each performance evaluation, the Board of Directors may consider adjustments to compensation and/or appropriate bonus amounts. Any such adjustment or bonuses shall be documented by way of an amendment to the Contract; and

- B. The Board has determined, following a review of Employee’s performance, to:
- 1) Increase Employee’s current annual salary of \$343,429 by Five percent (5%) to \$360,601, effective on December 16, 2023; and
  - 2) Give Employee a one-time bonus of \$30,000 payable on January 5, 2024.

C. The parties wish to memorialize the Board action by entering into this Amendment No. 3 to the Contract.

AGREEMENT

The parties agree as follows:

1. SECTION 3. COMPENSATION, of the Contract is revised, as follows:

Commencing December 16, 2023, District agrees to pay Employee for services rendered pursuant hereto at a rate of Three Hundred and Sixty Thousand Six Hundred and One Dollars (\$360,601.00) annually, payable in bi-weekly installments, minus appropriate withholding and payable deductions, payable through and in accordance with the District’s regular payroll procedures. As additional compensation, Employee shall receive a bonus in the amount of Thirty Thousand Dollars (\$30,000) to be paid on January 5, 2024, minus appropriate withholding and payable deductions. Such amount shall not be calculated or included for any CalPERS or deferred compensation purposes.

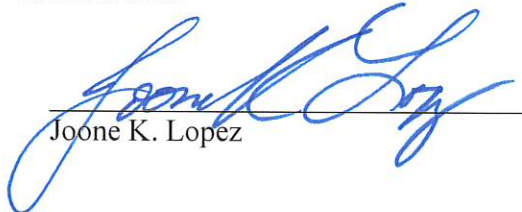
2. Other than as set forth in this Amendment No. 3, and as otherwise amended in the preceding amendments, all other terms and conditions set forth in the Contract shall remain in full force and effect.

**THIS AMENDMENT NO. 3** is deemed effective as of December 14, 2023.

MOULTON NIGUEL WATER DISTRICT

By:   
Duane Cave, President  
Board of Directors

EMPLOYEE

  
Joone K. Lopez