

EXTENSION OF EMPLOYMENT AGREEMENT

Between Las Gallinas Valley Sanitary District

And

Robert Liebmann (Plant Manager)

This EXTENSION OF EMPLOYMENT AGREEMENT (“Agreement”) is made and entered into this 29th day of JUNE, 2023, by and between the Las Gallinas Valley Sanitary District, a special district, (“District or Employer”) and Robert Liebmann, (“Employee”) both of whom understand as follows:

RECITALS

WHEREAS, an Employment Agreement exists between the District and Employer, entered into the 16th of December 2021, for which term is set to end on June 30, 2023; and

WHEREAS, Employer desires to continue to employ the services of Robert Liebmann as Plant Manager of the Las Gallinas Valley Sanitary District; and

WHEREAS, both the Employer and Employee wish to extend the term of the agreement for six (6) months to provide for and to allow the District to complete negotiations with its represented employees; and

WHEREAS, the Employer and Employee agree that if a successor Memorandum of Understanding (MOU) between the District and Operating Engineers Local 3 is not approved by the District before September 1, 2023, the Employee may call for and enter negotiations on the Employment Agreement independent from the represented employee group; and

WHEREAS, the Employer wishes to recognize that the Employee is offering to delay other modifications to their Employment Agreement and in return the Employer wants to confirm that any adjustments, including but not limited to salary adjustments, benefits, or other terms

subsequently made after this Extension is entered into, shall be retroactive to the first pay period that encompasses July 1, 2023; and

WHEREAS, both Employer and Employee have read this Extension of Employment Agreement and understand its contents fully.

NOW, THEREFORE, in consideration of the foregoing and the provisions and promises hereinafter set forth, the parties agree as follows:

Extension of Term of Employment Agreement

Section 2 (B) The term of the Employment Agreement is hereby extended and the Employment Agreement shall terminate on December 31, 2023 (the “Extended Term”).

Extension of General Provision to Employment Agreement

Section 9 (G) - The Employee may reopen negotiations with regards to this Employment Agreement if the District has not come to agreement with the union on a Memorandum of Understanding between the District and Operating Engineers Local 3 by September 1, 2023. Any increase in salary, benefits, or terms negotiated will be retroactive to the first pay period that encompasses July 1, 2023.

IN WITNESS WHEREOF, Las Gallinas Valley Sanitary District has caused this Agreement to be signed and executed on its behalf by the General Manager, and duly attested by its District Secretary, and the Employee has signed and executed this Agreement the day and year first above written.

[Signature]
General Manager
Las Gallinas Valley Sanitary District

Date: 06/28/2023

[Signature]
Robert Liebmann

Date: 6-27-23

[Signature]
Teresa Lerch
District Secretary

Seal

APPROVED AS TO FORM:

