

**FIRST AMENDMENT TO EMPLOYMENT AGREEMENT
DATED SEPTEMBER 8, 2023**

**Between Las Gallinas Valley Sanitary District
And
Robert Liebmann (Plant Manager)**

This FIRST AMENDMENT TO EMPLOYMENT AGREEMENT (“Agreement”) is made and entered into this 16TH day of OCTOBER, 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 Employee, entered into on the 8^h of September 2023; and

WHEREAS, a successor Memorandum of Understanding (MOU) between the District and Operating Engineers Local 3 was entered into on the 18th of September 2023, which provided salary increases effective the first full pay period following July 1 in the years 2023, 2024, and 2025; and

WHEREAS, the Employer and Employee wish to amend their Employment Agreement to align with salary terms in the MOU, to be retroactive to the first full pay period following July 1, 2023, and in subsequent years of the Employment Agreement; and

WHEREAS, Section 9, Paragraph B of the Agreement provides for modification of the agreement; and

WHEREAS, both Employer and Employee have read this First Amendment to 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 that "Section 3: Salary", paragraphs "E", "F", and "G", of the Agreement are amended to read in their entirety as follows:

E. Effective the first full pay period following July 1, 2023, the Employee's compensation will be \$19,744 per month (Step 6) as set forth in Exhibit "B", the pay scale as of July 1, 2023. The base monthly compensation excludes the granting of longevity pay in accordance with Section 3, paragraph B.

F. Effective the first full pay period following July 1, 2024, the Employee will be entitled to a General Wage COLA of 3.0%.

G. Effective the first full pay period following July 1, 2025, the Employee will be entitled to a General Wage COLA of 3.0%.

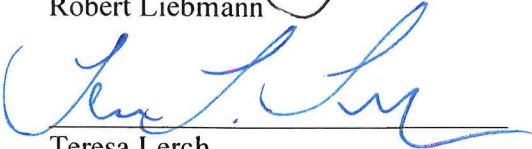
IN WITNESS WHEREOF, Las Gallinas Valley Sanitary District has caused this Agreement to be signed and executed on its behalf by the General Manager, and duly attested by its District Secretary, and the Employee has signed and executed this Agreement the day and year first above written.

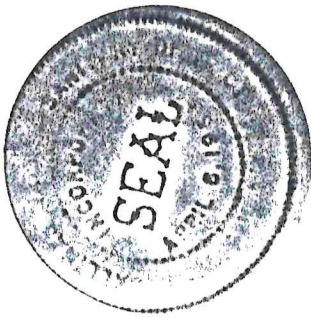

General Manager
Las Gallinas Valley Sanitary District

Date: 10/16/2023


Robert Liebmann

Date: Oct. 16 2023


Teresa Lerch
District Secretary



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