

COPY

FIRST AMENDMENT TO EMPLOYMENT AGREEMENT

This First Amendment to Employment Agreement (the "**First Amendment**") is made and entered into on October 17, 2017 ("the "**Effective Date**") by and between Ironhouse Sanitary District, a public sanitary district ("**District**") and Chad Davisson, an individual (the "**Employee**").

Recitals

A. District and Employee entered into that certain Employment Agreement dated July 13, 2015, wherein District hired Employee and Employee accepted employment as General Manager of District for a three-year term at a base salary of \$175,000.00 (the "**Agreement**").

B. Section 5(c) of the Agreement provides that after each 12-month period of employment, in conjunction with its review of Employee's performance, the Board will review Employee's salary and compensation to determine if Employee's performance and other factors warrant adjustments, including an increase in base salary, payment of a bonus, and/or modifications to deferred compensation.

C. Employee's annual salary was increased (1) to \$192,500.00 after one year of Employee's performance under the Agreement; and (2) to \$200,196.00 after a second year of Employee's performance under the Agreement.

D. District and Employee both desire to amend the Agreement to: (1) affirm the salary increases identified in Recital C; (2) increase Employee's salary to \$220,196.00; and (3) provide a one-time payment of \$4,804.00 to Employee.

NOW, THEREFORE, THE DISTRICT AND EMPLOYEE AGREE AS FOLLOWS:

1. Section 5(a) of the Agreement is hereby amended to increase Employee's annual base salary to \$220,196.00.

2. Section 5(a) of the Agreement is hereby further amended to add the following sentence: "Employee shall also receive a one-time payment of \$4,804.00 effective as of the end of the second 12-month period of employment."

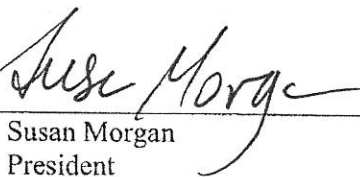
3. The terms and conditions of this First Amendment are effective as of July 13, 2017.

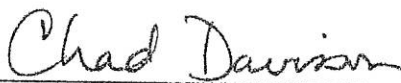
4. Except as amended by this First Amendment, the Agreement remains in full force and effect.

IN WITNESS WHEREOF, the District and Employee have signed and executed this Agreement as of the Effective Date.

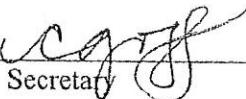
IRONHOUSE SANITARY  
DISTRICT

EMPLOYEE

By:   
Susan Morgan  
President

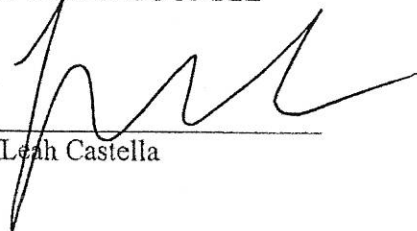
By:   
Chad Davison

ATTEST:

By:   
Secretary

APPROVED:

DISTRICT LEGAL COUNSEL

By:   
J. Leah Castella