

**EIGHTH AMENDMENT TO
EMPLOYMENT AGREEMENT**

THIS EIGHTH AMENDMENT TO EMPLOYMENT AGREEMENT is made as of the 1st day of August 2022, by and between the Mid-Peninsula Water District (hereinafter referred to as "DISTRICT") and Tammy A. Rudock (hereinafter referred to as "EMPLOYEE").

- A. The Parties entered into an EMPLOYMENT AGREEMENT ("Agreement") under which EMPLOYEE was employed in the position of General Manager of the DISTRICT.
- B. EMPLOYEE provided notice to the Board of Directors ("Board") of her retirement in early 2023.
- C. The Board provided for overlap in timing between EMPLOYEE's planned retirement and the Interim General Manager's hire date effective August 1, 2022, for leadership transition and organizational stability.
- D. EMPLOYEE will transition to the position of Management Advisor effective August 1, 2022.
- E. EMPLOYEE's compensation and benefits will continue pursuant to the terms of the Agreement, as amended by Amendments One through Seven, through the date of her retirement, except that, effective August 1, 2022, she shall receive a base salary for the Management Advisor position shown on the DISTRICT's publicly available pay schedule.
- F. EMPLOYEE will report to the Interim General Manager effective August 1, 2022.
- G. EMPLOYEE will advise Management on matters related to DISTRICT operations, be the lead in mentoring and coaching the new Assistant General Manager, and complete projects as assigned.
- H. The Board desires to amend the Employment Agreement with EMPLOYEE to reflect the aforementioned provisions in EMPLOYEE's employment conditions.

NOW THEREFORE, the Parties agree to amend the Agreement as follows:

- 1. EMPLOYEE will transition from General Manager to Management Advisor effective August 1, 2022.
- 2. In accordance with the payment of the salary applicable to the position of Management Advisor, EMPLOYEE's current compensation and benefits will remain in place through the date of her retirement in early 2023.
- 3. EMPLOYEE will report to the Interim General Manager and serve as advisor to Management on matters related to DISTRICT operations and be the lead in mentoring and coaching the new Assistant General Manager.
- 4. Except for the changes expressly specified in this Eighth Amendment, all other provisions, requirements, conditions, and sections of the Agreement, as previously amended, remain in full force and effect.

IN WITNESS WHEREOF, this Eighth Amendment to the Agreement is entered into as of the date first written above by the duly authorized representatives of the parties.

MID-PENINSULA WATER DISTRICT

DocuSigned by:
Kirk Wheeler
By: _____
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Kirk R. Wheeler, President
Board of Directors

TAMMY A. RUDOCK

DocuSigned by:
Tammy A. Rudock

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