

RESOLUTION NO. 2026-03

**APPROVING A COMPENSATION ADJUSTMENT FOR THE GENERAL MANAGER,
EFFECTIVE OCTOBER 1, 2025, CORRESPONDING SECOND AMENDMENT
TO THE GENERAL MANAGER'S EMPLOYMENT AGREEMENT, AND THE UPDATED
SALARY SCHEDULE, EFFECTIVE OCTOBER 1, 2025**

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MID-PENINSULA WATER DISTRICT

WHEREAS, on September 28, 2023, the Mid-Peninsula Water District Board of Directors appointed Kathryn Wuelfing as the new General Manager and approved the execution of an Employment Agreement with her dated September 28, 2023; and

WHEREAS, the Employment Agreement calls for an annual performance evaluation and salary review around the anniversary date of the General Manager's employment; and

WHEREAS, the Agreement was amended on December 12, 2024 to increase EMPLOYEE's salary and revise provisions related to additional contributions (First Amendment); and

WHEREAS, the District Board commenced this annual review in October 2025, completed the review on November 12, 2025, and on January 22, 2026 proposed an increase to the base salary of the General Manager, commencing as of October 1, 2025.

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the Mid-Peninsula Water District hereby approves an increase in the salary of the General Manager bringing her total base salary to \$282,000, effective October 1, 2025; and

BE IT FURTHER RESOLVED that the Board approves the Second Amendment to the General Manager's Employment Agreement that reflects the increased salary and approves the District's updated Salary Schedule, effective October 1, 2025.

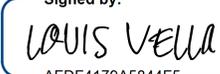
REGULARLY passed and adopted this 22nd day of January 2026.

AYES: 4

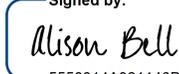
NOES: 0

ABSTENTIONS: 0

ABSENCES: 1

Signed by:

AFDF4179A5844F5...
Board President

ATTEST:

Signed by:

5558314A921146D...
District Secretary