

## PAUMA VALLEY COMMUNITY SERVICES DISTRICT

### AMENDMENT 2

This Amendment is made and entered into this 28th day of April 2025, by and between the Pauma Valley Community Services District (District) and Eric Steinlicht (Employee) as per the contract dated December 19, 2022 for at-will employment services, encompassing all terms and conditions contained therein as well as Amendment 1 adopted on November 27, 2023, except as specifically modified and additional terms herein herein.

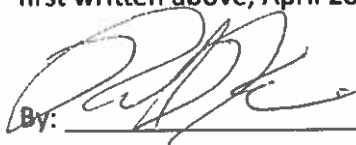
The above-described contract shall be amended as follows:

1. Page 1, Section 2-A, Term and Notice of Non-Renewal
  - A) This agreement shall become effective on June 1<sup>st</sup>, 2025 ("Effective Date"), and is subject to the District's right to terminate Employee's employment at any time as provided for in this Agreement. The term of this agreement will expire December 31, 2029
2. Page 2, Section 3-A, Compensation and Performance Evaluation
  1. Effective June 1, 2025, the District agrees to pay Employee an annual base salary of \$142,282.00 ("Base Salary") (to be voted on by the Board in public) over twenty-six two week pay periods. Employee shall receive any cost of living adjustments provided to all employees of the District during the term of this amendment. The Base Salary shall be subject to deductions and withholdings of any and all sums required for federal or state income tax, pension contributions, and all other taxes, deductions or withholdings required by current state, federal or local law. District shall also deduct sums Employee is obligated to pay because of participation in plans or programs described in Section 4 of this Agreement.
3. Page 2, Section 3-D, **One Time Moving Allowance (New)**
  - D) Effective June 1, 2025, the District agrees to pay Employee a Onetime moving allowance as follows:
    - a. Employee currently lives 24.4 miles away (46 min. drive)
    - b. Eligibility ends on January 1, 2027. If move does not occur within that timeframe the moving allowance expires, and employee cannot obtain.
    - c. \$5,000 to have primary residence 16 driving miles or less to office.
    - d. \$10,000 to have primary residence 10 driving miles or less to office.
    - e. \$12,000 to have primary residence 5 driving miles or less to office.
    - f. Should Employee voluntarily leave employment prior to contract expiration of 2029, Employee must pay back the allowance.

- g. If Employee moves outside of the 16 or 10 mile driving criteria at any time during the term of the contract, the one-time moving allowance is to be repaid to Employer.
- 4. Page 2, section 3-E, Longevity Pay (New)
  - a. Effective January 1, 2026 - \$100 month (\$1200 Annually)
  - b. Effective January 1, 2027 - \$200 month (\$2400 Annually)
  - c. Effective January 1, 2028 - \$300 month (\$3600 Annually)
  - d. Effective January 1, 2029 - \$400 month (\$4800 Annually)
  - e. Must maintain an overall "Satisfactory" or higher performance evaluation each year.
  - f. Employee has the option to put longevity pay in District sponsored deferred compensation 457 plan.
- 5. Page 2, Section 3-F, S Certification Pay Scale Increase **Effective July 1, 2026 (New)**
  - a. Obtain and maintain California Wastewater Level II/ Level III Certification
    - i. One time 1% pay scale bump for Level II
    - ii. Additional One time 1% pay scale bump for Level III
    - iii. Eligible for 2% pay one time scale bump should Employee skip level II and certify at level III
  - b. Obtain and maintain California Collections Level III/ Level IV Certification
    - i. One time 1% pay scale bump for Level III
    - ii. Additional One time 1% pay scale bump for Level IV
  - c. Obtain and maintain CSDA General Manager Certification
    - i. One time 1% pay scale bump.

Except as specifically modified herein, all of the terms and conditions of Eric Steinlicht's employee agreement from December 19, 2022, and Amendment 1, from November 27, 2023, shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have entered into this Amendment 2 as of the day and year first written above, April 28, 2025.

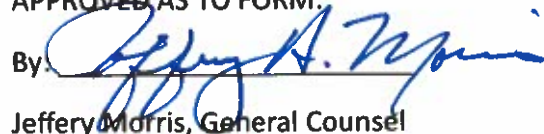
By:  for Fred Nelson Fred Nelson

Fred Nelson, President of the Board of Directors  
 Rich Collins, Vice President of the Board of Directors

By: 

Eric Steinlicht

APPROVED AS TO FORM:

By:   
 Jeffery Morris, General Counsel