

AMENDMENT #3 TO EMPLOYMENT AGREEMENT FOR GENERAL MANAGER

THIS AMENDMENT #3 TO EMPLOYMENT AGREEMENT FOR GENERAL MANAGER (hereinafter referred to as “Amendment #3”) entered into on August 27, 2020, forms a part of the Employment Agreement for General Manager entered into on July 1, 2015 (which also includes Amendment #1 to the Employment Agreement for General Manager approved December 14, 2017 and Amendment #2 to the Employment Agreement for General Manager approved September 12, 2019, and is hereinafter collectively referred to as “Agreement”) between the SANTA CLARA VALLEY OPEN SPACE AUTHORITY and ANDREA MACKENZIE and modifies the Agreement as follows:

(1) Section 5, “COMPENSATION”, is amended to add the following at the end of the subsection a):

Effective August 28, 2020, Employee’s annual pay will be increased 2.9%, which is consistent with the Cost-of-Living Adjustment (COLA) approved by Authority Board of Directors for other Authority employees. COLA’s approved by the Authority Board of Directors for other Authority employees in 2021 and annually thereafter shall likewise be applied to Employee’s salary.

All other terms of subsection a) shall remain the same.

Furthermore, all other provisions of the Agreement that are not inconsistent with this Amendment #3 shall remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have set their hands the day and year first above written and hereby represent having the authority to do so.

ANDREA MACKENZIE

SANTA CLARA VALLEY
OPEN SPACE AUTHORITY

By: _____
Alex Kennett, Chairperson

APPROVED AS TO FORM:

By: _____
William P. Parkin, Legal Counsel