

PAUMA VALLEY COMMUNITY SERVICES DISTRICT AMENDMENT 3

This Amendment is made and entered into this 23rd day of March 2026, 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, and Amendment 2 adopted on April 28, 2025, except as specifically modified and additional terms herein.

The above-described contract shall be amended as follows:

1. Page 2, Section 3-A, Compensation and Performance Evaluation
 - A. Retroactive to January 1, 2026, the District agrees to pay Employee in an annual base salary of **\$162,904 (Base Salary)**, payable over twenty-six two week pay periods, at the same time as salary is paid to other District employees. This base pay represents employees merit adjustment and a cost-of-living adjustment (COLA) for 2026. Effective January 1, 2027, employee shall receive COLA's at a rate and effective date consistent with that provided to other district employees. The Base Salary of Employee shall be subject to deduction 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 State, federal or local law. The District shall also deduct sums Employee is obligated to pay because of participation in plans or programs described in Section 4 of this Agreement. The Board agrees to annually evaluate the compensation of the Employee, taking into consideration the Employees performance, and other economic and responsibility matters relevant for Employees compensation, and, in its sole discretion, make adjustments in accordance with such annual evaluation.
 - B. Effective the first pay-period after this Amendment is approved and adopted by the Board at a public meeting, the Employee shall receive a one-time performance compensation in a lump sum in the amount of \$15,000. The District and Employee agree this shall not be considered regular or special compensation and therefore shall not be reportable to CALPERS as such and will not be part of the calculation of the Employee's retirement allowance.
2. Page 1, Section 1: Duties and Authority (New)
 - B. The District and Employee agree, subject to IRS provisions for an Exempt Administrative Employee, the position of General Manager, the Employee will be expected to participate in managing, leading, assisting or providing field work duties when it is in the best interest to provide timely and effective services to the community.
3. Page 2, Section 3-F, Certification Pay Scale Increase (New)
 - d. Obtain and maintain the State of California basic "Guard Card" Certification
 - i. One-time \$1,500 bonus

4. Section 4: Employee Benefits

- e. Effective July 1, 2026, Employee will be eligible to receive the district sponsored Vision and Dental insurances with the District paying 80% of the premium for individual and eligible family members of employee.
- f. Effective July 1, 2026, Employee will receive matching contributions up to \$100 monthly into the Districts Deferred Compensation (457) Plan. The matching contribution will increase annually in July up to the limit of \$400 monthly on July 1, 2029. Employee must maintain a "Satisfactory" work performance rating to maintain the matching contributions.
- g. At the Discretion of the District Board, Employee may be provided a District Cellular Phone to conduct District business in leu of the standard monthly cell phone allowance provided to District employees.


IN WITNESS WHEREOF, the parties have entered into this Amendment 3 as of the day and year first written above, March 23, 2026.

By: 
Fred Nelson, President of the Board of Directors

By: 
Michael Esparza, Secretary of the Board of Directors

By: 
Eric Steinlicht, General Manager

APPROVED AS TO FORM:

DocuSigned by:

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Jeffery Morris, General Counsel