

THIRD MODIFICATION TO EMPLOYMENT AGREEMENT

BETWEEN LAS GALLINAS VALLEY SANITARY DISTRICT

AND

ROBERT LIEBMANN (PLANT MANAGER I OR II)

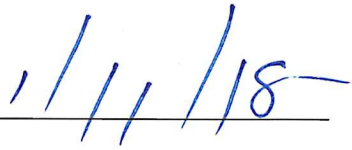
DATED JANUARY 11, 2018

On January 11, 2018, pursuant to Resolution No. 2017-2111, the Board of Directors of the Las Gallinas Valley Sanitary District, and Robert Liebmann (Plant Manager I or II), have agreed to amend the "Longevity" pay of Robert Liebmann, as noted in "Section, 3: Salary," paragraph C. ii. and iii, respectively, and to be effective, retroactive to the date first executed of each respective contract, and to read as follows,:

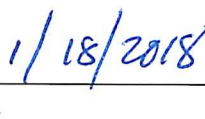
C. Longevity Amounts

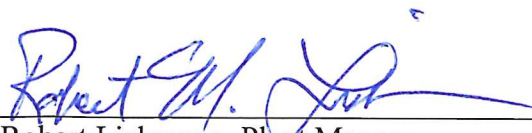
- ii. Effective the first pay period in January 2015, employees in the "management bargaining unit" are eligible to receive a longevity step equal to three percent of base salary (3%) at the completion of 10 years of continuous employment with the District.
- iii. Effective the first pay period in January 2015, employees in the "management bargaining unit" are eligible to receive an additional longevity step equal to two percent of base salary (2%) at the completion of 15 years of continuous employment with the District.

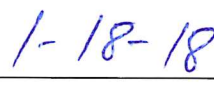

Megan Clark, Board President


Dated


Chris DeGabriele, Interim Gen. Mgr.


Dated

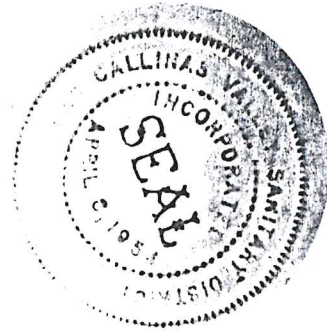

Robert Liebmann, Plant Manager


Dated

ATTEST:


Teresa Lerch, District Secretary

(Seal)



APPROVED AS TO FORM:


Patrick M.K. Richardson, District Counsel