

EMPLOYMENT AGREEMENT

As of January 14, 2013, **Las Virgenes Municipal Water District**, hereinafter "District," and **David W. Pedersen**, hereinafter "Employee," agree as follows:

1. Purpose and Scope.

This Agreement establishes the terms of employment for the District to employ David W. Pedersen to serve as General Manager. Employee desires to accept employment as set forth herein.

2. Duties of the General Manager.

Employee shall work full-time as General Manager of the District to exercise the powers and perform the duties specified in the Municipal Water District Law of 1911 and Las Virgenes Code.

3. Term.

This Agreement commences on date first above written and continues until terminated by either party.

4. Salary

(a) District shall pay Employee the sum of \$224,000 per annum in installments at the same time as other employees.

(b) District may authorize additional compensation or benefits, including a performance bonus, in the sole discretion of the board of directors.

5. Benefits.

(a) Medical Insurance – Employee will be provided medical health plan coverage through ACWA. Depending on the plan selected, the District will contribute 98% of the cost of the Preferred Provider Organization (PPO) plan available for Employee and his dependents. The District may change the medical plan provider or modify coverage if Employee is treated no worse than other employees.

(b) Dental Insurance – Employee will be provided dental plan coverage for Employee and his dependents. The District may change the dental plan provider or modify coverage if Employee is treated no worse than other employees.

(c) Vision Care – Employee will be provided vision care plan and coverage for his dependents will be available at Employee's expense. The District may change vision plan provider or modify coverage, provided, Employee is treated no worse than other employees.

(d) Life Insurance – Employee will be provided term life insurance in the amount of \$50,000 plus annual base salary.

(e) Retirement – District is a member agency of the California Public Employees' Retirement System (CalPERS). Employees participate in the 2% @ 55 or 2% @ 62 Full Formula depending on whether employee is a new or classic member. Employee will pay the full 7% of the employee contribution.

(f) Retiree Medical – Employee may receive medical plan coverage upon retirement if he is 55 years or older and has served the District for at least 10 years. The District will pay 75% of the least expensive medical plan premium available for the Employee. The Employee shall coordinate this benefit with Medicare coverage at age 65, in addition, the employee shall coordinate this benefit with any subsequent employer's health benefit coverage offered. The District may change the retiree medical plan provider or modify coverage if Employee is treated

no worse than other retired employees.

(g) Social Security – The District participates in Social Security. The Employee shall pay his benefit share currently set at 6.2% of salary in accordance with Social Security Administration Policy and law.

(h) Holidays – Employee receives those holidays observed by the District, which are currently eleven (11) days per year. The District may change or modify holidays if Employee is treated no worse than other employees.

(i) Vacation – Upon employment, Employee will be credited with 135 hours (15 days) of vacation leave for the first year. Employee will accrue an additional 15.75 hours per year cumulatively during years 2 through 5, not to exceed 198 hours (22 days) per year after 5 years. Maximum total accrual in Employee vacation leave account will be 311 hours.

(j) Sick Leave – Upon employment, Employee will be credited with 45 hours (5 days) of sick leave. Thereafter, accruals will be provided at 8 hours per month with a cap of 96 hours per year. Maximum accrual in Employee sick leave account will be 311 hours.

(k) Bereavement Leave – Employee may receive up to 27 hours per year of bereavement leave for death of an immediate family member.

(l) Jury Service – Employee shall be compensated up to 40 hours per year for jury service.

(m) Short & Long-Term Disability – Employee may receive continuation of two-thirds of salary, up to a maximum of \$10,600 per month for absences, which qualify under disability plans of the District. Such leave time may be coordinated with accrued sick leave or vacation time, as may be available. The District may change the short and long-term disability plan provider or modify coverage if Employee is treated no worse than other employees.

(n) Deferred Compensation Plan – Employee may receive up to a 3% match of base salary into a 457 deferred compensation plan.

(o) District Vehicle – Employee is provided a vehicle for work and commuting. Employee shall follow rules governing the use of the vehicle.

6. Professional Development.

(a) Membership in professional organizations shall be as approved by the Board.

(b) With prior Board approval, Employee shall be reimbursed for registration, travel, meals, and lodging associated with the attendance of conferences, meetings, short courses, and seminars necessary for the Employee's professional development or for the advancement of the District.

(c) Employee will not seek or accept an office in any professional organization in which the District or Employee holds membership without the prior Board approval.

7. Performance Evaluation.

At any time, but at least annually, the parties shall meet in closed session to review and evaluate the performance of Employee, to give guidance concerning performance, and to establish goals against which Employee's future performance shall be judged.

8. Termination.

(a) Employee may be terminated from employment with or without cause with 30 days' prior written notice. Employee may respond to the notice of termination.

(b) If Employee is terminated by the Board without cause, District shall pay Employee a severance payment equal to two (2) months of salary if termination occurs before the second anniversary of this Agreement, four (4) months of salary after the second anniversary but before

the third anniversary, and six (6) months of salary after the third anniversary.

(c) Employee shall provide the District with at least thirty (30) days' prior written notice of his resignation or inability to continue to perform the duties of the General Manager. If Employee is unable to perform the duties of General Manager due to permanent disability, he shall provide as much advance notice as feasible.

9. Other Terms and Conditions.

District may, from time-to-time, establish additional terms and conditions of employment, provided such terms and conditions are consistent with the provisions of this Agreement and any applicable law.

10. Notices.

Any notices required by this Agreement shall be sent by first class U. S. mail with postage prepaid to the parties as follows:

To District:
Las Virgenes Municipal Water District
4232 Las Virgenes Road
Calabasas, CA 91302-1944

To Employee:
David W. Pedersen
452 Rosecrans Avenue
Manhattan Beach, CA 90266

11. Entire Agreement.

This Agreement contains the entire agreement of the parties. No promise, representation, warranty, or covenant not included in this Agreement has been or may be relied upon by any party.

APPROVED:

Las Virgenes Municipal Water District

By: Lee Renger
Lee Renger, President
Board of Directors

APPROVED:

David W. Pedersen

By: David W. Pedersen
David W. Pedersen, General Manager

ATTEST:

By: Charles Caspary
Charles Caspary, Secretary

(Seal)

APPROVED AS TO FORM:

By: Wayne K. Lemieux
Wayne K. Lemieux, District Counsel

FILE COPY

AMENDMENT NO. 1
to
EMPLOYMENT AGREEMENT
between
LAS VIRGENES MUNICIPAL WATER DISTRICT
and
DAVID W. PEDERSEN

As of September 9, 2014, the Las Virgenes Municipal Water District, herein "District," and David W. Pedersen, herein "Employee," agree as follows:

Section 1. Purpose.

District and Employee desire to amend the severance payment amount of the Employment Agreement dated January 14, 2013 ("Original Agreement").

Section 2. Amended Termination.

Section 8 of the Original Agreement shall be amended as follows:

"8. Termination.

(a) Employee may be terminated from employment with or without cause with 30 days' prior written notice. Employee may respond to the notice of termination.

(b) If Employee is terminated by the Board without cause, District shall pay Employee severance payments equal to nine (9) months of salary, and medical and dental insurance coverage for up to nine months at the plan level employee has at time of termination.

(c) Employee shall provide the District with at least thirty (30) days' prior written notice of his resignation or inability to continue to perform the duties of the General Manager. If Employee is unable to perform the duties of General Manager due to permanent disability, he shall provide as much advance notice as feasible."

Section 3. Other.

Except as provided herein, the Original Agreement is affirmed.

IN WITNESS WHEREOF, the parties hereto have caused this Amendment to be executed the date first above written.

APPROVED:

Las Virgenes Municipal Water District

By: David W. Pedersen
David W. Pedersen, General Manager

Dated: 09/25/14

APPROVED:

By: Charles Caspary
Charles Caspary, President

Dated: 10/6/14

ATTEST:

By: Barry Steinhart
Barry Steinhart, Secretary

Dated: 10/6/14

(Seal)

APPROVED AS TO FORM:

By: Lenieux and O'Neill
Lenieux and O'Neill, District Counsel

Dated: 10/6/14

AMENDMENT NO. 2
to
EMPLOYMENT AGREEMENT
between
LAS VIRGENES MUNICIPAL WATER DISTRICT
and
DAVID W. PEDERSEN

As of May 12, 2015, the Las Virgenes Municipal Water District, herein "District," and David W. Pedersen, herein "Employee," agree as follows:

Section 1. Purpose.

District and Employee desire to amend the salary amount of the Employment Agreement dated January 14, 2013 ("Original Agreement"), as amended on September 9, 2014 (Amendment No. 1).

Section 2. Amendment.

Section 4 of the Original Agreement shall be amended as follows:

"4. Salary

(a) District shall pay Employee the sum of \$236,320.00 per annum in installments at the same time as other employees.

(b) District may authorize additional compensation or benefits, including a performance bonus, in the sole discretion of the board of directors."

Section 3. Other.

Except as provided herein, the Original Agreement is affirmed.

IN WITNESS WHEREOF, the parties hereto have caused this Amendment to be executed the date first above written.

APPROVED:

Las Virgenes Municipal Water District

By: 
David W. Pedersen, General Manager

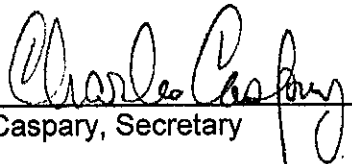
Dated: 05/26/15

APPROVED:

By: 
Glen Peterson, President

Dated: 5/26/15

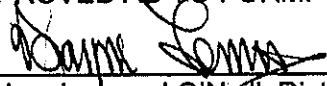
ATTEST:

By: 
Charles Caspary, Secretary

Dated: 5/26/2015

(Seal)

APPROVED AS TO FORM:

By: 
Lemieux and O'Neill, District Counsel

Dated: 05/26/15

AMENDMENT NO. 3
to
EMPLOYMENT AGREEMENT
between
LAS VIRGENES MUNICIPAL WATER DISTRICT
and
DAVID W. PEDERSEN

As of June 14, 2016, the Las Virgenes Municipal Water District, herein "District," and David W. Pedersen, herein "Employee," agree as follows:

Section 1. Purpose.

District and Employee desire to amend the salary amount and the medical insurance and sick leave benefits of the Employment Agreement dated January 14, 2013 ("Original Agreement"), as amended on September 9, 2014 (Amendment No. 1) and on May 12, 2015 (Amendment No. 2).

Section 2. Amendment.

Section 4 of the Original Agreement shall be amended as follows:

"4. Salary

- (a) District shall pay Employee the sum of \$254,000 per annum in installments at the same time as other employees.
- (b) District may authorize additional compensation or benefits, including a performance bonus, in the sole discretion of the board of directors."

Section 3. Amendment.

Section 5 of the Original Agreement shall be amended as follows:

"5. Benefits

- (a) Medical Insurance - Effective January 1, 2017, employee will be provided medical health plan coverage through ACWA. Depending on the plan selected, the District will contribute 98% of the cost of the lowest family plan premium for the Employee and his dependents. The District may change the medical plan provider or modify coverage if Employee is treated no worse than other employees.
- (b) Dental Insurance – Employee will be provided dental plan coverage for Employee and his dependents. The District may change the dental plan provider or modify coverage if Employee is treated no worse than other employees.
- (c) Vision Care – Employee will be provided vision care plan and coverage for his dependents will be available at Employee's expense. The District may change vision plan provider or modify coverage, provided, Employee is treated no worse than other employees.

- (d) Life Insurance – Employee will be provided term life insurance in the amount of \$50,000 plus annual base salary.
- (e) Retirement – District is a member agency of the California Public Employees' Retirement System (CalPERS). Employees participate in the 2% @ 55 or 2% @ 62 Full Formula depending on whether employee is a new or classic member. Employee will pay the full 7% of the employee contribution.
- (f) Retiree Medical – Employee may receive medical plan coverage upon retirement if he is 55 years or older and has served the District for at least 10 years. The District will pay 75% of the least expensive medical plan premium available for the Employee. The Employee shall coordinate this benefit with Medicare coverage at age 65, in addition, the employee shall coordinate this benefit with any subsequent employer's health benefit coverage offered. The District may change the retiree medical plan provider or modify coverage if Employee is treated no worse than other retired employees.
- (g) Social Security – The District participates in Social Security. The Employee shall pay his benefit share currently set at 6.2% of salary in accordance with Social Security Administration Policy and law.
- (h) Holidays – Employee receives those holidays observed by the District, which are currently twelve (12) days per year. The District may change or modify holidays if Employee is treated no worse than other employees.
- (i) Vacation – Upon employment, Employee will be credited with 135 hours (15 days) of vacation leave for the first year. Employee will accrue an additional 15.75 hours per year cumulatively during years 2 through 5, not to exceed 198 hours (22 days) per year after 5 years. Maximum total accrual in Employee vacation leave account will be 311 hours.
- (j) Sick Leave – On January 14, 2013, Employee was credited with 45 hours (5 days) of sick leave. Thereafter, sick leave accrued at 8 hours per month with a cap of 96 hours per year. Maximum accrual in Employee sick leave account is 311 hours. Employee may cash out sick leave in excess of 215 hours up to twice annually.
- (k) Bereavement Leave – Employee may receive up to 27 hours per year of bereavement leave for death of an immediate family member.
- (l) Jury Service – Employee shall be compensated up to 40 hours per year for jury service.
- (m) Short & Long-Term Disability – Employee may receive continuation of two-thirds of salary, up to a maximum of \$10,600 per month for absences, which qualify under disability plans of the District. Such leave time may be coordinated with accrued sick leave or vacation time, as may be available. The District may change the short and long-term disability plan provider or modify coverage if Employee is treated no worse than other employees.
- (n) Deferred Compensation Plan – Employee may receive up to a 3% match of base salary into a 401(a) plan offered to employees.

(o) District Vehicle – Employee is provided a vehicle for work and commuting. Employee shall follow rules governing the use of the vehicle.”

Section 4. Other.

Except as provided herein, the Original Agreement and prior amendments are affirmed.

IN WITNESS WHEREOF, the parties hereto have caused this Amendment to be executed the date first above written.


APPROVED:

Las Virgenes Municipal Water District

By: 
David W. Pedersen, General Manager

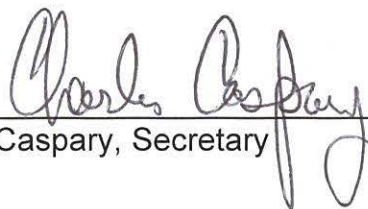
Dated: 07/11/16

APPROVED:

By: 
Glen Peterson, President

Dated: 7/5/16

ATTEST:

By: 
Charles Caspary, Secretary

Dated: 7/5/16

(Seal)

APPROVED AS TO FORM:

By: 
Lemieux and O'Neill, District Counsel

Dated: 7/5/16

AMENDMENT NO. 4
to
EMPLOYMENT AGREEMENT
between
LAS VIRGENES MUNICIPAL WATER DISTRICT
and
DAVID W. PEDERSEN

As of July 1, 2017, the Las Virgenes Municipal Water District, herein "District," and David W. Pedersen, herein "Employee," agree as follows:

Section 1. Purpose.

District and Employee desire to amend the salary amount and the medical insurance and sick leave benefits of the Employment Agreement dated January 14, 2013 ("Original Agreement"), as amended on September 9, 2014 (Amendment No. 1) on May 12, 2015 (Amendment No. 2) and on June 14, 2017 (Amendment No. 3).

Section 2. Amendment.

Section 4 of the Original Agreement shall be amended as follows:

"4. Salary

(a) District shall pay Employee the sum of \$260,000 per annum in installments at the same time as other employees.

(b) District may authorize additional compensation or benefits, including a performance bonus, in the sole discretion of the board of directors."

Section 3. Other.

Except as provided herein, the Original Agreement and prior amendments are affirmed.

IN WITNESS WHEREOF, the parties hereto have caused this Amendment to be executed the date first above written.

APPROVED:

Las Virgenes Municipal Water District

By: 
David W. Pedersen, General Manager

Dated: 07/10/17

APPROVED:

By: 
Glen Peterson, President

Dated: 7/10/17

ATTEST:

By: 
Jay Lewitt, Secretary

Dated: July 10, 2017

(Seal)

APPROVED AS TO FORM:

By: 
Olivarez, Madrugá, Lemieux and O'Neill,
District Counsel

Dated: 7 10 17

AMENDMENT NO. 5
to
EMPLOYMENT AGREEMENT
between
LAS VIRGENES MUNICIPAL WATER DISTRICT
and
DAVID W. PEDERSEN

As of June 16, 2018, the Las Virgenes Municipal Water District, herein "District," and David W. Pedersen, herein "Employee," agree as follows:

Section 1. Purpose.

District and Employee desire to amend the salary amount of the Employment Agreement dated January 14, 2013 ("Original Agreement"), as amended on September 9, 2014 (Amendment No. 1), May 12, 2015 (Amendment No. 2), June 14, 2016 (Amendment No. 3) and July 1, 2017 (Amendment No. 4).

Section 2. Amendment.

Section 4 of the Original Agreement shall be amended as follows:

"4. Salary

- (a) District shall pay Employee the sum of \$280,000 per annum in installments at the same time as other employees.
- (b) District may authorize additional compensation or benefits, including a performance bonus, in the sole discretion of the board of directors."

Section 3. Other.

Except as provided herein, the Original Agreement and prior amendments are affirmed.

IN WITNESS WHEREOF, the parties hereto have caused this Amendment to be executed the date first above written.

APPROVED:

By: David W. Pedersen
David W. Pedersen, General Manager

Dated: 06/15/18

APPROVED:

By: Glen Peterson
Glen Peterson, President

Dated: 6/25/18

ATTEST:

By: *Josie Gorman Deputy Secretary for* Dated: *6/26/18*
Jay Lewitt, Secretary

(Seal)

APPROVED AS TO FORM:

By: *Danilo Lemieux* Dated: *6 25 18*
Olivarez Madruga Lemieux and O'Neill,
District Counsel

AMENDMENT NO. 6
to
EMPLOYMENT AGREEMENT
between
LAS VIRGENES MUNICIPAL WATER DISTRICT
and
DAVID W. PEDERSEN

As of April 23, 2019, the Las Virgenes Municipal Water District, herein "District," and David W. Pedersen, herein "Employee," agree as follows:

Section 1. Purpose.

District and Employee desire to amend the salary amount of the Employment Agreement dated January 14, 2013 ("Original Agreement"), as amended on September 9, 2014 (Amendment No. 1), May 12, 2015 (Amendment No. 2), June 14, 2016 (Amendment No. 3), July 1, 2017 (Amendment No. 4) and June 16, 2018 (Amendment No. 5).

Section 2. Amendment.

Section 4 of the Original Agreement shall be amended as follows:

"4. Salary

- (a) District shall pay Employee the sum of \$301,192.68 per annum in installments at the same time as other employees.
- (b) District may authorize additional compensation or benefits, including a performance bonus, in the sole discretion of the board of directors."

Section 3. Other.

Except as provided herein, the Original Agreement and prior amendments are affirmed.


IN WITNESS WHEREOF, the parties hereto have caused this Amendment to be executed the date first above written.

APPROVED:

By: 
David W. Pedersen, General Manager

Dated: 04/30/19

APPROVED:

By: 
Jay Lewitt, President

Dated: 5/1/19

ATTEST:

By: Charles Caspary
Charles Caspary, Secretary

Dated: 4/30/19

(Seal)

APPROVED AS TO FORM:

By: [Signature]
Olivarez Madruga Lemieux and O'Neill,
District Counsel

Dated: 5/14/19

AMENDMENT NO. 7
to
EMPLOYMENT AGREEMENT
between
LAS VIRGENES MUNICIPAL WATER DISTRICT
and
DAVID W. PEDERSEN

As of August 4, 2020, the Las Virgenes Municipal Water District, herein "District," and David W. Pedersen, herein "Employee," agree as follows:

Section 1. Purpose.

District and Employee desire to amend the salary amount of the Employment Agreement dated January 14, 2013 ("Original Agreement"), as amended on September 9, 2014 (Amendment No. 1), May 12, 2015 (Amendment No. 2), June 14, 2016 (Amendment No. 3), July 1, 2017 (Amendment No. 4) and June 16, 2018 (Amendment No. 5) and April 23, 2019 (Amendment No. 6).

Section 2. Amendment.

Section 4 of the Original Agreement shall be amended as follows:

"4. Salary

(a) District shall pay Employee the sum of \$311,734.42 per annum effective April 23, 2020, in installments at the same time as other employees.

(b) District may authorize additional compensation or benefits, including a performance bonus, in the sole discretion of the board of directors."

Section 3. Other.

Except as provided herein, the Original Agreement and prior amendments are affirmed.


IN WITNESS WHEREOF, the parties hereto have caused this Amendment to be executed the date first above written.

APPROVED:

By: 
David W. Pedersen, General Manager


Dated: 09/08/20

APPROVED:

By: 
Jay Lewitt, President

Dated: 0/30/20

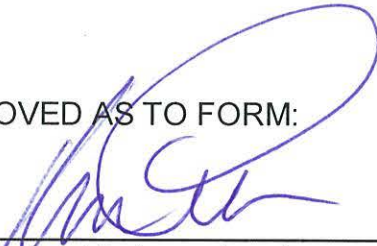
ATTEST:

By: 
Charles Caspary, Secretary

Dated: 8/13/2020

(Seal)

APPROVED AS TO FORM:

By: 
Olivarez Madruga Lemieux and O'Neill,
District Counsel

Dated: 8/11/2020

AMENDMENT NO. 8
to
EMPLOYMENT AGREEMENT
between
LAS VIRGENES MUNICIPAL WATER DISTRICT
and
DAVID W. PEDERSEN

As of October 5, 2021, the Las Virgenes Municipal Water District, herein "District," and David W. Pedersen, herein "Employee," agree as follows:

Section 1. Purpose.

District and Employee desire to amend the salary amount and the leave benefits of the Employment Agreement dated January 14, 2013 ("Original Agreement"), as amended on September 9, 2014 (Amendment No. 1), May 12, 2015 (Amendment No. 2), June 14, 2016 (Amendment No. 3), July 1, 2017 (Amendment No. 4), June 16, 2018 (Amendment No. 5), April 23, 2019 (Amendment No. 6), and August 4, 2020 (Amendment No. 7).

Section 2. Amendment.

Section 4 of the Original Agreement shall be amended as follows:

"4. Salary

(a) District shall pay Employee the sum of \$321,086.45 per annum effective October 2, 2021, in installments at the same time as other employees.

(b) District may authorize additional compensation or benefits, including a performance bonus, in the sole discretion of the board of directors."

Section 3. Amendment.

Section 5 of the Original Agreement shall be amended as follows:

"5. Benefits

(a) Medical Insurance - Effective January 1, 2017, employee will be provided medical health plan coverage through ACWA. Depending on the plan selected, the District will contribute 98% of the cost of the lowest family plan premium for the Employee and his dependents. The District may change the medical plan provider or modify coverage if Employee is treated no worse than other employees.

(b) Dental Insurance – Employee will be provided dental plan coverage for Employee and his dependents. The District may change the dental plan provider or modify coverage if Employee is treated no worse than other employees.

(c) Vision Care – Employee will be provided vision care plan and coverage for his dependents will be available at Employee's expense. The District may change vision plan provider or modify coverage, provided, Employee is treated no worse than other employees.

- (d) Life Insurance – Employee will be provided term life insurance in the amount of \$50,000 plus annual base salary.
- (e) Retirement – District is a member agency of the California Public Employees' Retirement System (CalPERS). Employees participate in the 2% @ 55 or 2% @ 62 Full Formula depending on whether employee is a new or classic member. Employee will pay the full 7% of the employee contribution.
- (f) Retiree Medical – Employee may receive medical plan coverage upon retirement if he is 55 years or older and has served the District for at least 10 years. The District will pay 75% of the least expensive medical plan premium available for the Employee. The Employee shall coordinate this benefit with Medicare coverage at age 65, in addition, the employee shall coordinate this benefit with any subsequent employer's health benefit coverage offered. The District may change the retiree medical plan provider or modify coverage if Employee is treated no worse than other retired employees.
- (g) Social Security – The District participates in Social Security. The Employee shall pay his benefit share currently set at 6.2% of salary in accordance with Social Security Administration Policy and law.
- (h) Holidays – Employee receives those holidays observed by the District, which are currently twelve (12) days per year. The District may change or modify holidays if Employee is treated no worse than other employees.
- (i) Vacation – Upon employment, Employee will be credited with 135 hours (15 days) of vacation leave for the first year. Employee will accrue an additional 15.75 hours per year cumulatively during years 2 through 5, not to exceed 198 hours (22 days) per year after 5 years. Maximum total accrual in Employee vacation leave account will be 311 hours.
- (j) Sick Leave – On January 14, 2013, Employee was credited with 45 hours (5 days) of sick leave. Thereafter, sick leave accrued at 8 hours per month with a cap of 96 hours per year. Maximum accrual in Employee sick leave account is 311 hours. Employee may cash out sick leave in excess of 215 hours up to twice annually.
- (k) Management Leave – Effective October 2, 2021, Employee shall receive 88 hours of management leave, which is granted each fiscal year beginning July 1 and is for use within the fiscal year it is granted ending June 30. For fiscal year 2021-2022 only, the 88 hours of management leave shall be granted on November 1, 2021. At the end of each fiscal year the following shall occur:
All management leave must be used; or
Employee may sell back up to 60 hours of unused management leave, provided he has used 80 hours of vacation and/or management leave within the fiscal year ending June 30; and
In lieu of forfeiture, the employee may donate any unused management leave to the Catastrophic Leave Bank.
- (l) Bereavement Leave – Employee may receive up to 27 hours per year of bereavement leave for death of an immediate family member.
- (m) Jury Service – Employee shall be compensated up to 40 hours per year for jury service.

(n) Short & Long-Term Disability – Employee may receive continuation of two-thirds of salary, up to a maximum of \$10,600 per month for absences, which qualify under disability plans of the District. Such leave time may be coordinated with accrued sick leave or vacation time, as may be available. The District may change the short and long-term disability plan provider or modify coverage if Employee is treated no worse than other employees.

(o) Deferred Compensation Plan – Employee may receive up to a 3% match of base salary into a 401(a) plan offered to employees.

(p) District Vehicle – Employee is provided a vehicle for work and commuting. Employee shall follow rules governing the use of the vehicle.”

Section 4. Other.

Except as provided herein, the Original Agreement and prior amendments are affirmed.

IN WITNESS WHEREOF, the parties hereto have caused this Amendment to be executed the date first above written.

APPROVED:

By: 
David W. Pedersen, General Manager

Dated: 11/10/21

APPROVED:

By: 
Jay Lewitt, President

Dated: 11/16/21


ATTEST:

By: 
Lee Renger, Secretary

Dated: 11/16/21

(Seal)

APPROVED AS TO FORM:

By: 
Olivarez Madruga Lemieux and O'Neill,
District Counsel

Dated: 11/16/21

AMENDMENT NO. 9
to
EMPLOYMENT AGREEMENT
between
LAS VIRGENES MUNICIPAL WATER DISTRICT
and
DAVID W. PEDERSEN

As of July 19, 2022, the Las Virgenes Municipal Water District, herein "District," and David W. Pedersen, herein "Employee," agree as follows:

Section 1. Purpose.

District and Employee desire to amend the salary amount and the leave benefits of the Employment Agreement dated January 14, 2013 ("Original Agreement"), as amended on September 9, 2014 (Amendment No. 1), May 12, 2015 (Amendment No. 2), June 14, 2016 (Amendment No. 3), July 1, 2017 (Amendment No. 4), June 16, 2018 (Amendment No. 5), April 23, 2019 (Amendment No. 6), August 4, 2020 (Amendment No. 7), and October 5, 2021 (Amendment No. 8).

Section 2. Amendment.

Section 4 of the Original Agreement, as amended, shall be amended as follows:

"4. Salary

(a) District shall pay Employee the sum of \$337,140.77 per annum effective July 20, 2022, in installments at the same time as other employees.

(b) District may authorize additional compensation or benefits, including a performance bonus, in the sole discretion of the board of directors."

Section 3. Amendment.

Section 5 of the Original Agreement shall be amended as follows:

"5. Benefits

(a) Medical Insurance - Effective January 1, 2017, employee will be provided medical health plan coverage through ACWA. Depending on the plan selected, the District will contribute 98% of the cost of the lowest family plan premium for the Employee and his dependents. The District may change the medical plan provider or modify coverage if Employee is treated no worse than other employees.

(b) Dental Insurance – Employee will be provided dental plan coverage for Employee and his dependents. The District may change the dental plan provider or modify coverage if Employee is treated no worse than other employees.

(c) Vision Care – Employee will be provided vision care plan and coverage for his dependents will be available at Employee's expense.

The District may change vision plan provider or modify coverage, provided, Employee is treated no worse than other employees.

(d) Life Insurance – Employee will be provided term life insurance in the amount of \$50,000 plus annual base salary.

(e) Retirement – District is a member agency of the California Public Employees' Retirement System (CalPERS). Employees participate in the 2% @ 55 or 2% @ 62 Full Formula depending on whether employee is a new or classic member. Employee will pay the full 7% of the employee contribution.

(f) Retiree Medical – Employee may receive medical plan coverage upon retirement if he is 55 years or older and has served the District for at least 10 years. The District will pay 75% of the least expensive medical plan premium available for the Employee. The Employee shall coordinate this benefit with Medicare coverage at age 65, in addition, the employee shall coordinate this benefit with any subsequent employer's health benefit coverage offered. The District may change the retiree medical plan provider or modify coverage if Employee is treated no worse than other retired employees.

(g) Social Security – The District participates in Social Security. The Employee shall pay his benefit share currently set at 6.2% of salary in accordance with Social Security Administration Policy and law.

(h) Holidays – Employee receives those holidays observed by the District, which are currently twelve (12) days per year. The District may change or modify holidays if Employee is treated no worse than other employees.

(i) Vacation – Upon employment, Employee will be credited with 135 hours (15 days) of vacation leave for the first year. Employee will accrue an additional 15.75 hours per year cumulatively during years 2 through 5, not to exceed 198 hours (22 days) per year after 5 years. Maximum total accrual in Employee vacation leave account will be 311 hours. Effective July 20, 2022, Employee shall cash out 120 hours of accrued vacation leave to be included on the next feasible paycheck following execution of this amendment. Beginning in November 2023, Employee shall have the option to cash out up to 40 hours of accrued vacation leave in November of each year, provided 80 hours of vacation or management leave time has been used as time off during the preceding 12 months. Pursuant to IRS regulations, a non-revocable election must be made prior to December 31 of the preceding year for cash out at the conclusion of the calendar year.

(j) Sick Leave – On January 14, 2013, Employee was credited with 45 hours (5 days) of sick leave. Thereafter, sick leave accrued at 8 hours per month with a cap of 96 hours per year. Maximum accrual in Employee sick leave account is 311 hours. Employee may cash out sick leave in excess of 215 hours up to twice annually.

(k) Management Leave – Effective October 2, 2021, Employee shall receive 88 hours of management leave, which is granted each fiscal year beginning July 1 and is for use within the fiscal year it is granted ending June 30. For fiscal year 2021-2022 only, the 88 hours of management leave shall be granted on November 1, 2021. At the end of each fiscal year the following shall occur:

All management leave must be used; or
Employee may sell back up to 60 hours of unused management
leave, provided he has used 80 hours of vacation and/or management
leave within the fiscal year ending June 30; and

In lieu of forfeiture, the employee may donate any unused
management leave to the Catastrophic Leave Bank.

(l) Bereavement Leave – Employee may receive up to 27 hours per
year of bereavement leave for death of an immediate family member.

(m) Jury Service – Employee shall be compensated up to 40 hours per
year for jury service.

(n) Short & Long-Term Disability – Employee may receive continuation
of two-thirds of salary, up to a maximum of \$10,600 per month for
absences, which qualify under disability plans of the District. Such leave
time may be coordinated with accrued sick leave or vacation time, as may
be available. The District may change the short and long-term disability
plan provider or modify coverage if Employee is treated no worse than
other employees.

(o) Deferred Compensation Plan – Employee may receive up to a 3%
match of base salary into a 401(a) plan offered to employees.

(p) District Vehicle – Employee is provided a vehicle for work and
commuting. Employee shall follow rules governing the use of the vehicle.”

Section 4. Other.

Except as provided herein, the Original Agreement and prior amendments are
affirmed.

IN WITNESS WHEREOF, the parties hereto have caused this Amendment to be
executed the date first above written.

APPROVED:

By: 
David W. Pedersen, General Manager

Dated: 07/19/22

APPROVED:

By: 
Jay Lewitt, President

Dated: 7/19/22

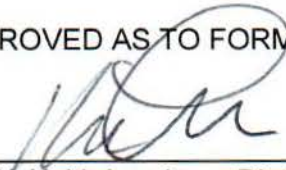
ATTEST:

By: 
Lee Renger, Secretary

Dated: 7/19/22

(Seal)

APPROVED AS TO FORM:

By: 

W. Keith Lemieux, District Counsel

Dated: 7/19/22

**AMENDMENT NO. 10
to
EMPLOYMENT AGREEMENT
between
LAS VIRGENES MUNICIPAL WATER DISTRICT
and
DAVID W. PEDERSEN**

As of July 18, 2023, the Las Virgenes Municipal Water District, herein "District," and David W. Pedersen, herein "Employee," agree as follows:

Section 1. Purpose.

District and Employee desire to amend the salary amount of the Employment Agreement dated January 14, 2013 ("Original Agreement"), as amended on September 9, 2014 (Amendment No. 1), May 12, 2015 (Amendment No. 2), June 14, 2016 (Amendment No. 3), July 1, 2017 (Amendment No. 4), June 16, 2018 (Amendment No. 5), April 23, 2019 (Amendment No. 6), August 4, 2020 (Amendment No. 7), October 5, 2021 (Amendment No. 8) and July 19, 2022 (Amendment No. 9).

Section 2. Amendment.

Section 4 of the Original Agreement, as amended, shall be amended as follows:

"4. Salary

(a) District shall pay Employee the sum of \$350,626.40 per annum effective July 22, 2023, in installments at the same time as other employees.

(b) District may authorize additional compensation or benefits, including a performance bonus, in the sole discretion of the board of directors."

Section 4. Other.

Except as provided herein, the Original Agreement and prior amendments are affirmed.

IN WITNESS WHEREOF, the parties hereto have caused this Amendment to be executed the date first above written.

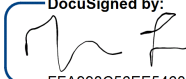
APPROVED:

By: 

David W. Pedersen, General Manager

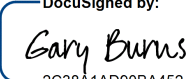
Dated: 7/20/2023

APPROVED:

DocuSigned by:

By: _____
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Jay Lewitt, President

Dated: 7/20/2023

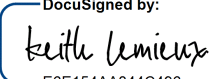
ATTEST:

DocuSigned by:

By: _____
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Gary Burns, Secretary

Dated: 7/20/2023

(Seal)

APPROVED AS TO FORM:

DocuSigned by:

By: _____
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W. Keith Lemieux, District Counsel

Dated: 7/20/2023

AMENDMENT NO. 11
to
EMPLOYMENT AGREEMENT
between
LAS VIRGENES MUNICIPAL WATER DISTRICT
and
DAVID W. PEDERSEN

As of June 18, 2024, the Las Virgenes Municipal Water District, herein "District," and David W. Pedersen, herein "Employee," agree as follows:

Section 1. Purpose.

District and Employee desire to amend the salary amount and the leave benefits of the Employment Agreement dated January 14, 2013 ("Original Agreement"), as amended on September 9, 2014 (Amendment No. 1), May 12, 2015 (Amendment No. 2), June 14, 2016 (Amendment No. 3), July 1, 2017 (Amendment No. 4), June 16, 2018 (Amendment No. 5), April 23, 2019 (Amendment No. 6), August 4, 2020 (Amendment No. 7), October 5, 2021 (Amendment No. 8), July 19, 2022 (Amendment No. 9), and July 18, 2023 (Amendment No. 10).

Section 2. Amendment.

Section 4 of the Original Agreement, as amended, shall be amended as follows:

"4. Salary

(a) District shall pay Employee the sum of \$373,417.12 per annum effective June 22, 2024, in installments at the same time as other employees.

(b) District may authorize additional compensation or benefits, including a performance bonus, in the sole discretion of the board of directors."

Section 3. Amendment.

Section 5 of the Original Agreement shall be amended as follows:

"5. Benefits

(a) Medical Insurance - Effective January 1, 2017, employee will be provided medical health plan coverage through ACWA. The District may change the medical plan provider or modify coverage if Employee is treated no worse than other employees. Effective January 1, 2024, the District shall pay up to \$1,953.50 per month for the Employee's selected medical insurance plan. Effective January 1, 2025, and each January 1 thereafter, the District's contribution towards the Employee's selected medical insurance plan shall be adjusted based on the average change among the District's offered plans (Anthem Blue Cross PPO, Anthem Blue Cross Advantage PPO, Anthem Blue Cross California Care HMO, or Kaiser Permanente HMO Plans) from the prior year's monthly premium. The adjustment will not be less than 0% and will not exceed 5.0%. In the event the average change in monthly premium exceeds

5.0%, the excess shall be paid by the Employee through automatic pre-tax payroll deductions as permitted by IRS Code Section 125.

(b) Dental Insurance – Employee will be provided dental plan coverage for Employee and his dependents. The District may change the dental plan provider or modify coverage if Employee is treated no worse than other employees.

(c) Vision Care – Employee will be provided vision care plan and coverage for his dependents will be available at Employee's expense. The District may change vision plan provider or modify coverage, provided, Employee is treated no worse than other employees.

(d) Life Insurance – Employee will be provided term life insurance in the amount of \$50,000 plus annual base salary.

(e) Retirement – District is a member agency of the California Public Employees' Retirement System (CalPERS). Employees participate in the 2% @ 55 or 2% @ 62 Full Formula depending on whether employee is a new or classic member. Employee will pay the full 7% of the employee contribution.

(f) Retiree Medical – Employee may receive medical plan coverage upon retirement if he is 55 years or older and has served the District for at least 10 years. The District will pay 75% of the least expensive medical plan premium available for the Employee. The Employee shall coordinate this benefit with Medicare coverage at age 65, in addition, the employee shall coordinate this benefit with any subsequent employer's health benefit coverage offered. The District may change the retiree medical plan provider or modify coverage if Employee is treated no worse than other retired employees.

(g) Social Security – The District participates in Social Security. The Employee shall pay his benefit share currently set at 6.2% of salary in accordance with Social Security Administration Policy and law.

(h) Holidays – Employee receives those holidays observed by the District, which are currently twelve (12) days per year. The District may change or modify holidays if Employee is treated no worse than other employees.

(i) Vacation – Upon employment, Employee will be credited with 135 hours (15 days) of vacation leave for the first year. Employee will accrue an additional 15.75 hours per year cumulatively during years 2 through 5, not to exceed 198 hours (22 days) per year after 5 years. Maximum total accrual in Employee vacation leave account will be 311 hours. Effective July 6, 2024, Employee shall cash out 120 hours of accrued vacation leave to be included on the next feasible paycheck following execution of this amendment. Beginning in November 2023, Employee shall have the option to cash out up to 40 hours of accrued vacation leave in November of each year, provided 80 hours of vacation or management leave time has been used as time off during the preceding 12 months. Pursuant to IRS regulations, a non-revocable election must be made prior to December 31 of the preceding year for cash out at the conclusion of the calendar year.

(j) Sick Leave – On January 14, 2013, Employee was credited with 45 hours (5 days) of sick leave. Thereafter, sick leave accrued at 8 hours per month with a cap of 96 hours per year. Maximum accrual in Employee

sick leave account is 311 hours. Employee may cash out sick leave in excess of 215 hours up to twice annually.

(k) Management Leave – Effective October 2, 2021, Employee shall receive 88 hours of management leave, which is granted each fiscal year beginning July 1 and is for use within the fiscal year it is granted ending June 30. For fiscal year 2021-2022 only, the 88 hours of management leave shall be granted on November 1, 2021. At the end of each fiscal year the following shall occur:

All management leave must be used; or

Employee may sell back up to 60 hours of unused management leave, provided he has used 80 hours of vacation and/or management leave within the fiscal year ending June 30; and

In lieu of forfeiture, the employee may donate any unused management leave to the Catastrophic Leave Bank.

(l) Bereavement Leave – Employee may receive up to 27 hours per year of bereavement leave for death of an immediate family member.

(m) Jury Service – Employee shall be compensated up to 40 hours per year for jury service.

(n) Short & Long-Term Disability – Employee may receive continuation of two-thirds of salary, up to a maximum of \$10,600 per month for absences, which qualify under disability plans of the District. Such leave time may be coordinated with accrued sick leave or vacation time, as may be available. The District may change the short and long-term disability plan provider or modify coverage if Employee is treated no worse than other employees.

(o) Deferred Compensation Plan – Employee may receive up to a 3% match of base salary into a 401(a) plan offered to employees.

(p) District Vehicle – Employee is provided a vehicle for work and commuting. Employee shall follow rules governing the use of the vehicle.”

Section 4. Other.

Except as provided herein, the Original Agreement and prior amendments are affirmed.


IN WITNESS WHEREOF, the parties hereto have caused this Amendment to be executed the date first above written.

APPROVED:

By: 
David W. Pedersen, General Manager

Dated: 06/18/24

APPROVED:

By: 
Jay Lewitt, President

Dated: 6/18/24

ATTEST:


By: 

Gary Burns, Secretary

Dated: 6/18/2024

(Seal)

APPROVED AS TO FORM:

By: 

W. Keith Lemieux, District Counsel

Dated: 6/18/24

AMENDMENT NO. 12
to
EMPLOYMENT AGREEMENT
between
LAS VIRGENES MUNICIPAL WATER DISTRICT
and
DAVID W. PEDERSEN

As of May 6, 2025, the Las Virgenes Municipal Water District, herein "District," and David W. Pedersen, herein "Employee," agree as follows:

Section 1. Purpose.

District and Employee desire to amend the salary amount and the leave benefits of the Employment Agreement dated January 14, 2013 ("Original Agreement"), as amended on September 9, 2014 (Amendment No. 1), May 12, 2015 (Amendment No. 2), June 14, 2016 (Amendment No. 3), July 1, 2017 (Amendment No. 4), June 16, 2018 (Amendment No. 5), April 23, 2019 (Amendment No. 6), August 4, 2020 (Amendment No. 7), October 5, 2021 (Amendment No. 8), July 19, 2022 (Amendment No. 9), July 18, 2023 (Amendment No. 10), and June 18, 2024 (Amendment No. 11).

Section 2. Amendment.

Section 4 of the Original Agreement, as amended, shall be amended as follows:

"4. Salary

(a) District shall pay Employee the sum of \$393,955.06 per annum effective May 10, 2025, in installments at the same time as other employees.

(b) District may authorize additional compensation or benefits, including a performance bonus, in the sole discretion of the board of directors."

Section 3. Amendment.

Section 5 of the Original Agreement shall be amended as follows:

"5. Benefits

(a) Medical Insurance - Effective January 1, 2017, employee will be provided medical health plan coverage through ACWA. The District may change the medical plan provider or modify coverage if Employee is treated no worse than other employees. Effective January 1, 2024, the District shall pay up to \$1,953.50 per month for the Employee's selected medical insurance plan. Effective January 1, 2025, and each January 1 thereafter, the District's contribution towards the Employee's selected medical insurance plan shall be adjusted based on the average change among the District's offered plans (Anthem Blue Cross Classic PPO, Anthem Blue Cross Advantage PPO, Anthem Blue Cross HMO plans, and Kaiser Permanente HMO Plans) from the prior year's monthly premium. The adjustment will not be less than 0% and will not exceed 5.0%. In the event the average change in monthly premium exceeds

5.0%, the excess shall be paid by the Employee through automatic pre-tax payroll deductions as permitted by IRS Code Section 125.

(b) Dental Insurance – Employee will be provided dental plan coverage for Employee and his dependents. The District may change the dental plan provider or modify coverage if Employee is treated no worse than other employees.

(c) Vision Care – Employee will be provided vision care plan and coverage for his dependents will be available at Employee's expense. The District may change vision plan provider or modify coverage, provided, Employee is treated no worse than other employees.

(d) Life Insurance – Employee will be provided term life insurance in the amount of \$50,000 plus annual base salary, up to a maximum of \$375,000.

(e) Retirement – District is a member agency of the California Public Employees' Retirement System (CalPERS). Employees participate in the 2% @ 55 or 2% @ 62 Full Formula depending on whether employee is a new or classic member. Employee will pay the full 7% of the employee contribution.

(f) Retiree Medical – Employee may receive medical plan coverage upon retirement if he is 55 years or older and has served the District for at least 10 years. The District will pay 75% of the Kaiser Permanente Traditional HMO plan premium available for the Employee. The Employee shall coordinate this benefit with Medicare coverage at age 65, in addition, the employee shall coordinate this benefit with any subsequent employer's health benefit coverage offered. The District may change the retiree medical plan provider or modify coverage if Employee is treated no worse than other retired employees.

(g) Social Security – The District participates in Social Security. The Employee shall pay his benefit share currently set at 6.2% of salary in accordance with Social Security Administration Policy and law.

(h) Holidays – Employee receives those holidays observed by the District, which are currently twelve (12) days per year. The District may change or modify holidays if Employee is treated no worse than other employees.

(i) Vacation – Upon employment, Employee will be credited with 135 hours (15 days) of vacation leave for the first year. Employee will accrue an additional 15.75 hours per year cumulatively during years 2 through 5, not to exceed 198 hours (22 days) per year after 5 years. Maximum total accrual in Employee vacation leave account will be 311 hours. Effective May 10, 2025, Employee shall cash out 120 hours of accrued vacation leave to be included on the next feasible paycheck following execution of this amendment. Beginning in November 2023, Employee shall have the option to cash out up to 40 hours of accrued vacation leave in November of each year, provided 80 hours of vacation or management leave time has been used as time off during the preceding 12 months. Pursuant to IRS regulations, a non-revocable election must be made prior to December 31 of the preceding year for cash out at the conclusion of the calendar year.

(j) Sick Leave – On January 14, 2013, Employee was credited with 45 hours (5 days) of sick leave. Thereafter, sick leave accrued at 8 hours per

month with a cap of 96 hours per year. Maximum accrual in Employee sick leave account is 311 hours. Employee may cash out sick leave in excess of 215 hours up to twice annually.

Upon voluntary resignation with notice, retirement or death, Employee will be paid for all hours of accrued but unused sick leave at the rate of his then current base rate.

(k) Management Leave – Effective October 2, 2021, Employee shall receive 88 hours of management leave, which is granted each fiscal year beginning July 1 and is for use within the fiscal year it is granted ending June 30. For fiscal year 2021-2022 only, the 88 hours of management leave shall be granted on November 1, 2021. At the end of each fiscal year the following shall occur:

All management leave must be used; or

Employee may sell back up to 60 hours of unused management leave, provided he has used 80 hours of vacation and/or management leave within the fiscal year ending June 30; and

In lieu of forfeiture, the employee may donate any unused management leave to the Catastrophic Leave Bank.

Upon voluntary resignation with notice, retirement or death, Employee will be paid for all unused management leave hours.

(l) Bereavement Leave – In the case of death of Employee's immediate family member, Employee will be eligible to take 40 hours or five days, whichever is greater, off from work as bereavement leave. These days, if requested, need not be consecutive. "Immediate family" is designated as the spouse/registered domestic partner, child (including step and foster), parent (including step and foster), sibling (including step and foster), grandparent or grandchild (including step and foster) of Employee or Employee's spouse/registered domestic partner. The District shall pay Employee up to 27 hours as bereavement, however, if Employee must travel more than 500 miles one way to attend services of Employee's immediate family member, the District shall provide up to 40 hours as paid bereavement leave. Employee must use his accrued leave, to the extent available, to cover any bereavement leave not paid for by the District. If no accrued leave is available, those additional hours/days of bereavement leave shall be unpaid.

(m) Jury Service – Employee shall be compensated up to 80 hours per year for jury service.

(n) Short & Long-Term Disability – Employee may receive continuation of two-thirds of salary, up to a maximum of \$15,000 per month for absences, which qualify under disability plans of the District. Such leave time may be coordinated with accrued sick leave or vacation time, as may be available. The District may change the short and long-term disability plan provider or modify coverage if Employee is treated no worse than other employees.

(o) Deferred Compensation Plan – Employee may receive up to a 3% match of base salary into a 401(a) plan offered to employees.

(p) District Vehicle – Employee is provided a vehicle for work and commuting. Employee shall follow rules governing the use of the vehicle."

Section 4. Other.

Except as provided herein, the Original Agreement and prior amendments are affirmed.


IN WITNESS WHEREOF, the parties hereto have caused this Amendment to be executed the date first above written.

APPROVED:

By: 
David W. Pedersen, General Manager

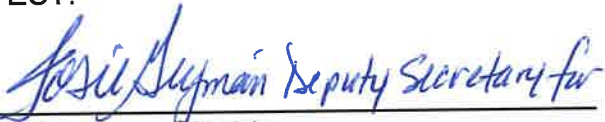
Dated: 05/06/25

APPROVED:

By: 
Andy Coradeschi, President

Dated: 5/6/25

ATTEST:

By: 
Gary Burns, Secretary

Dated: 5/6/25

(Seal)

APPROVED AS TO FORM:

By: 
for W. Keith Lemieux, District Counsel

Dated: 5/6/25