

**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.

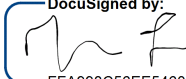
IN WITNESS WHEREOF, the parties hereto have caused this Amendment to be executed the date first above written.

APPROVED:

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

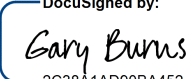
Dated: 7/20/2023

APPROVED:

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By: \_\_\_\_\_  
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Jay Lewitt, President

Dated: 7/20/2023

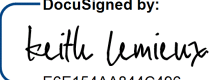
ATTEST:

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By: \_\_\_\_\_  
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Gary Burns, Secretary

Dated: 7/20/2023

(Seal)

APPROVED AS TO FORM:

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By: \_\_\_\_\_  
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W. Keith Lemieux, District Counsel

Dated: 7/20/2023