SECOND AMENDMENT TO

EMPLOYMENT AGREEMENT BETWEEN IRONHOUSE SANITARY DISTRICT AND GENERAL MANAGER, JEAN-MARC PETIT

This Second Amendment to Employment Agreement ("Second Amendment") is made and entered into as of July 1, 2026 (the "Effective Date"), by and between the Ironhouse Sanitary District ("District"), and Jean-Marc Petit, an individual ("Employee"), with respect to that certain Employment Agreement dated as of July 22, 2024 (the "Employment Agreement"). Both District and Employee may individually be described as a "Party" or jointly described as the "Parties." Capitalized terms used herein but not defined herein will have the meanings ascribed to them in the Employment Agreement.

WHEREAS, the Parties hereto previously entered into the Employment Agreement on July 22, 2024 (the "Employment Date");

WHEREAS, the Parties hereto previously entered into a First Amendment to the Employment Agreement on July 1, 2025 (the "Employment Date");

WHEREAS, on the Employment Date, the board of directors of the District ("Board") appointed Employee to serve as the General Manager of the District;

WHEREAS, pursuant to the Employment Agreement, such Employment Agreement may be amended by a writing executed by the Parties thereto;

WHEREAS, the Parties agree that the Second Amendment shall be effective upon signature of the Parties ("Effective Date"); and

WHEREAS, the Parties now desire to amend the Employment Agreement to change the base salary and certain other terms of the Employment Agreement, as set forth herein.

NOW, THEREFORE, the Parties hereto hereby agree as follows:

1. Section 2 of the Employment Agreement shall be amended in its entirety to read as follows:

   This Agreement is for a term commencing as of the Effective Date of this Second Amendment and shall continue and remain in full force and effect until terminated by either party in the manner provided herein. Nothing in this Agreement shall prevent, limit, or otherwise interfere with (a) Manager's at-will status; (b) the right of the Board to terminate the services of Manager as provided herein; and (c) the right of Manager to resign from his position as provided herein.

2. Section 5 Compensation: 5(A)(l) of the Employment Agreement shall be amended to add the following sentence to the end of such section:

   "As of July 1, 2026, the Employee's Annual Salary shall be increased to $338,250." Employee shall also be paid a merit incentive of $10,000.

3. Section 6(A)(5)(a) shall be amended in its entirety to read as follows:

"5. Removal Without Cause.

Upon notice to Employee, the District may remove Employee from his employment with the District without cause and for any reason whatsoever or no reason at all, . The notice shall specify the Termination Date, which may be upon notice or later. If District removes Employee without Cause and Employee executes an irrevocable agreement, in a form acceptable to the District, including, but not limited to, the terms in sub-section 6.A.5.b.i, then the District shall pay Employee severance in the amount of six months of Employee's base salary ("Severance Pay"). This Severance Pay shall be paid in a lump sum. The Severance Pay shall be subject to the restrictions set forth in Government Code Section 53260."

4. Other than these amendments, the terms of the Employment Agreement remain unchanged.

[Signature Page Follows]

IN WITNESS WHEREOF, the Parties hereto hereby cause this Amendment to be executed effective as of the Effective Date.

District

IRONHOUSE SANITARY DISTRICT

Angela Lowrey
President, Board of Directors

Employee

Jean-Marc Petit
General Manager

ATTEST:

By: _____
Cecilia Goff, Board Secretary

APPROVED AS TO FORM

_____
J. Leah Castella
General Counsel