

**FIRST AMENDMENT TO THE EMPLOYMENT AGREEMENT BETWEEN EASTERN MUNICIPAL WATER DISTRICT AND JOE MOUAWAD**

This FIRST AMENDMENT TO THE EMPLOYMENT AGREEMENT BETWEEN EASTERN MUNICIPAL WATER DISTRICT AND JOE MOUAWAD (the "First Amendment") is made and entered into this 3<sup>rd</sup> day of May, 2024, by and between the EASTERN MUNICIPAL WATER DISTRICT, ("District") and its General Manager, Joe Mouawad ("Mouawad").

**RECITALS**

WHEREAS, District and Mouawad entered into that certain Agreement entitled "Employment Agreement Between Eastern Municipal Water District and Joe Mouawad (Effective May 3, 2021)" (the "Agreement"); and

WHEREAS, it is the desire of the District and the Mouawad to amend the Agreement as set forth in this First Amendment.

**AGREEMENT**

NOW, THEREFORE, it hereby agreed that the Agreement is amended in the following particulars only:

SECTION 1. Section IV A. and Section IV B. of the Agreement are revised to read as follows:

**“IV. SALARY, PERFORMANCE REVIEW**

A. Salary Mouawad’s salary starting on July 1, 2024 shall be Three Hundred Ninety Thousand Dollars (\$390,000.00) per year. Mouawad shall be entitled to a Cost of Living Adjustment (“COLA”) on the same date and at the same rate as received by District employees.“

SECTION 2. Except as expressly provided for in this First Amendment, all other provisions of the Agreement shall remain in full force and effect.

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IN WITNESS WHEREOF, the parties have executed and entered into this First Amendment as of the date written above.

**MOUAWAD:**

By: 

\_\_\_\_\_  
Joe Mouawad

**DISTRICT:**

**EASTERN MUNICIPAL WATER DISTRICT**  
A public agency of the State of California

  
\_\_\_\_\_  
Philip E. Paule, President  
Board of Directors

[END OF SIGNATURES]