

**FIFTH AMENDMENT TO
EMPLOYMENT CONTRACT FOR GENERAL MANAGER
OF LA PUENTE VALLEY COUNTY WATER DISTRICT**

This FIFTH AMENDMENT TO EMPLOYMENT CONTRACT FOR GENERAL MANAGER OF LA PUENTE VALLEY COUNTY WATER DISTRICT (this “Fifth Amendment”) is made and entered into at La Puente, California, by and between the LA PUENTE VALLEY COUNTY WATER DISTRICT, a County Water District organized and existing under the County Water District Law (the “District”) and ROY FRAUSTO (“FRAUSTO” or “General Manager”), and is effective as of January 1, 2026.

RECITALS

A. FRAUSTO is currently serving as the General Manager of the District under the Employment Contract for General Manager of La Puente Valley County Water District, dated November 1, 2020 (the “Employment Contract”).

B. The Employment Contract provides for an initial and subsequent annual evaluations of the General Manager’s performance and possible adjustments of compensation initially and then effective January 1st of each year. Adjustments to compensation are within the sole discretion of the District’s Board of Directors.

C. The District’s Board of Directors conducted an evaluation of FRAUSTO’S performance on December 17, 2025, which was a positive evaluation, and at that meeting the Board of Directors approved a ten percent (10%) salary increase for FRAUSTO, consisting of a six percent (6%) merit increase and four percent (4%) cost-of-living increase, as provided to all District employees.

D. By action taken by the Board of Directors at its January 12, 2026 regular meeting, the District's Board of Directors approved this Fifth Amendment to memorialize and implement the salary increase described in Recital C.

AGREEMENTS:

NOW THEREFORE, the parties hereby amend the following paragraph of the Employment Contract, to read in its entirety as follows, with the added language underlined:

3. COMPENSATION

Effective January 1, 2026, the General Manager's annual base salary shall be increased to \$268,325.62, payable in equal installments concurrently with salary payments to other employees of the District. Future annual adjustments to the General Manager's compensation, if any, will be based upon review of the performance of the General Manager by the Board, which evaluation shall subsequently be completed prior to December 31st of each year with any salary adjustments effective January 1st of the following year. Evaluations may be performed by the Board or a committee thereof. Salary adjustments shall be within the sole discretion of the Board. Adjustments shall be in addition to any general cost-of-living adjustments which the District may, at any time during this Employment Contract, provide to other employees of the District as provided in Paragraph 4(a) below.

NO OTHER AMENDMENTS

Except as amended by this Fifth Amendment, the Employment Contract dated November 1, 2020 shall remain in full force and effect.

(Signature Page Follows)

Executed on January 12, 2026, at La Puente, California.

“DISTRICT”

By: _____

President of the Board
La Puente Valley County Water District

“GENERAL MANAGER”

ROY FRAUSTO