

AMENDMENT No. 3 TO EMPLOYMENT AGREEMENT

BETWEEN THE TRANSPORTATION AGENCY FOR MONTEREY COUNTY

AND DEBRA L. HALE

THIS AMENDMENT NO. 3 to the Employment Agreement approved May 27, 2015, between the Transportation Agency for Monterey County, hereinafter referred to as "TAMC," and Debra L. Hale, hereinafter referred to as "Hale," is hereby entered into between TAMC and Hale.

RECITALS:

- A. **WHEREAS**, Hale has been employed as Executive Director of TAMC since January 25, 2006; and
- B. **WHEREAS**, TAMC and Hale most recently entered into an Employment Agreement, as of May 27, 2015; and
- C. **WHEREAS**, TAMC and Hale desire to amend the Employment Agreement as set forth below;

NOW, THEREFORE, the parties agree to amend the Employment Agreement as follows:

1. **PARAGRAPH 4.3 (b) - BENEFITS**

Paragraph 4.1 Compensation, is amended to read as follows:

As full and total compensation for the performance of those Services set forth herein, including those in "**Exhibit A**," effective January 1, 2018, TAMC shall pay Hale a base salary of \$191,018/year, in equal bi-weekly installments through the regular TAMC payroll procedure, subject to the terms listed below in Section 4.3 and Section 6.2. A one-time bonus of \$5,000 will also be awarded in 2018.

2. **REMAINDER OF TERMS UNCHANGED**

All other terms of the Employment Agreement remain in full effect.

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An executed copy of this Amendment No. 3 shall be attached to the Employment Agreement and shall be incorporated as if fully set forth therein.

IN WITNESS WHEREOF, the parties hereto have executed this Amendment No. 3 to the Employment Agreement.

DATED: _____

DEBRA L. HALE

DATED: _____

**TRANSPORTATION AGENCY FOR
MONTEREY COUNTY**

By _____
ALEJANDRO CHAVEZ
TAMC Chair

Approved as to form:

DATED: _____

TAMC Counsel