

AMENDMENT No. 1 TO EMPLOYMENT AGREEMENT

BETWEEN THE TRANSPORTATION AGENCY FOR MONTEREY COUNTY

AND DEBRA L. HALE

THIS AMENDMENT NO. 1 to the Employment Agreement approved May 23, 2018, 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 23, 2018 that will expire June 30, 2021; and
- C. **WHEREAS**, Hale intends to retire in October 2021; and
- D. **WHEREAS**, the TAMC Board of Directors has requested that Hale continue as Executive Director of TAMC through October 8, 2021; and
- E. **WHEREAS**, TAMC and Hale desire to amend the Employment Agreement to extend the Employment Agreement as set forth below;

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

1. PARAGRAPH 6.1. TERM

Paragraph 6.1, Term, is amended to read as follows:

6.1 Term. Subject to the provision contained in Paragraph 2 and other provisions of this Paragraph 6, the term of employment of Hale shall commence on July 1, 2018 and remain in full force and effect through **October 8, 2021**. During said period, Hale is to remain in paid status except as provided in Paragraphs 2 and 6.3. If TAMC terminates the employment of Hale under Paragraph 2 of this Agreement, Hale is entitled to severance benefits equal to six months salary. If this Agreement is terminated as a matter of law by the death of Hale, the heirs of Hale are not entitled to any future compensation or benefits that Hale may have earned had the Agreement not terminated by her death.

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. 1 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. 1 to the Employment Agreement.

DATED: _____

DEBRA L. HALE

DATED: _____

**TRANSPORTATION AGENCY FOR
MONTEREY COUNTY**

By _____
EDWIN D. SMITH
TAMC Chair

Approved as to form:

DATED: _____

TAMC Counsel