

**BEAUMONT-CHERRY VALLEY RECREATION & PARK DISTRICT
THIRD AMENDMENT TO EMPLOYMENT AGREEMENT**

This Third Amendment to Employment Agreement (“Third Amendment”) by and between the Beaumont-Cherry Valley Recreation and Park District (“District”) and Michael Valdivia (“Employee”) is entered into this 8th day of April, 2026.

The District desires to increase Employee’s Base Salary by a two percent (2%) COLA adjustment, totaling Three Thousand Seven Hundred Fifty Dollars and Twenty-Five Cents (\$3,750.25), plus a merit increase of six percent (6%), totaling Eleven Thousand Two Hundred Fifty Dollars and Seventy-Five Cents (\$11,250.75), for an aggregate increase of Fifteen Thousand One Dollars (\$15,001.00) for a new Base Salary of Two Hundred Two Thousand Five Hundred Thirteen Dollars and Fifty Cents (\$202,513.50). In addition, the District desires to increase the vacation payout to four (4) times per year, which is an increase from the current vacation payout of two (2) times per year. Lastly, the District also desires to increase Employee’s bank of administrative leave hours by forty (40) hours, for a new total of one hundred sixty (160) hours.

Except as modified in this Third Amendment, the Employment Agreement originally dated September 13, 2023, (“Agreement”) between the District and the Employee, as modified by the First Amendment dated March 13, 2024, and as modified by the Second Amendment dated August 14, 2024, shall remain in full force and effect.

The parties to this Third Amendment agree to the following changes:

First, Section 3(A) of the Agreement is hereby amended to state:

“A. Base Salary: District agrees to pay General Manager an annual base salary of Two Hundred Two Thousand Five Hundred Thirteen Dollars and Fifty Cents (\$202,513.50), payable in installments at the same time that the other management employees of Employer are paid.”

Second, a new Section 4(A) is hereby added to the Agreement to state:

“A. Vacation. Employee shall accrue vacation leave at the rate of Two Hundred (200) hours per calendar year. Notwithstanding vacation District’s Employee Handbook, Employee may cash out accrued vacation up to four (4) times per year, provided that Employee has still used the minimum amount of leave required to be eligible for such a cash out as well as will maintain the minimum amount of accrued vacation following a payout. All other aspects governing the use and potential cash out of vacation leave shall be governed by the District’s rules and procedures as applied to other management employees.”

Third, Section 4(C) of the Agreement is hereby amended to state:

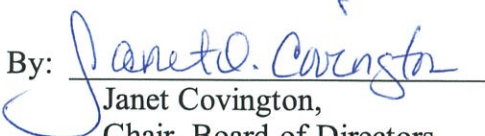
“C. Administrative Leave. On March 11 of each year this Agreement is in effect, District shall provide employee with a bank of One Hundred Sixty (160) hours of

Administrative Leave that Employee may use at his discretion, upon providing advance notice to the Chairman of the District's Board of Directors, in recognition of the fact that employee will often be required to otherwise perform work outside of the District's regular operation hours. Any unused Administrative Leave as of the end of business on March 10 of each year shall be lost and shall not carry over to the next year. Administrative Leave is not eligible for payout"

The District and the Employee have duly executed this Third Amendment as of the date first written above. This Third Amendment is effective retroactive to March 11, 2026.

**BEAUMONT-CHERRY VALLEY
REC. & PARK DISTRICT**

MICHAEL VALDIVIA

By: 
Janet Covington,
Chair, Board of Directors

By: 