

## **MUNICIPAL WATER DISTRICT OF ORANGE COUNTY FIRST AMENDMENT TO EMPLOYMENT AGREEMENT – GENERAL MANAGER**

This First Amendment to Employment Agreement (herein “First Amendment”) is made and entered into as of the 27th day of June 2025, by and between the MUNICIPAL WATER DISTRICT OF ORANGE COUNTY (hereinafter the “District”) and Harvey De La Torre (hereinafter “Employee”).

### **RECITALS**

- A. The District and Employee entered into an employment agreement for the position of General Manager dated December 4, 2023 (collectively the “Agreement”).
- B. The District and Employee wish to amend the Agreement to increase the General Manager’s compensation as provided below.

### **TERMS**

- 1. Section 4 is amended in its entirety to read as follows:

“A. Salary. Effective July 1, 2025, the District agrees to pay Employee for services rendered pursuant hereto at an annual amount equal to Three Hundred and Fifty Thousand Dollars (\$350,000). The Employee may receive annual increases in salary as may be determined by the Board in its sole discretion. Any agreed salary increase must be expressly memorialized in a subsequent written and executed amendment to this Agreement. All compensation and comparable payments to be paid to Employee, except as set forth herein, shall be less withholdings and taxes required by law. Any adjustments must be made in light of Employee’s performance.

B. 401(a) Plan Contribution. Twenty-Two Thousand Dollars (\$22,000) shall be contributed by the District annually in equal installments on a pay period basis into a qualified pension plan established pursuant to Section 401(a) of the Internal revenue Code. This amount shall not be reported to CalPERS as pensionable compensation and shall not be subject to any withholding or taxes in accordance with Sections 3121(a)(5)(A) and 3401(a)(12)(A) of the Internal Revenue Code.

C. CalPERS Retirement Benefits. Employee is a Classic CalPERS Member and shall receive CalPERS benefits in accordance with District plans, to the same extent as other District employees..

- 2. Continuing Effect of Agreement. Except as amended by this First Amendment, all other provisions of the Agreement remain in full force and effect. From and after the date of this First Amendment, whenever the term “Agreement” appears in the Agreement, it shall mean the Agreement as amended by the First Amendment.

The District and Employee have duly executed this First Amendment to the Agreement as of the date written above.

MUNICIPAL WATER DISTRICT OF  
ORANGE COUNTY

EMPLOYEE:

Signed by:  
By: Robert R. McVicker  
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Robert McVicker  
President of the Board of Directors

6/27/2025 | 5:47 PM

DocuSigned by:  
Harvey De La Torre  
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Harvey De La Torre  
General Manager

6/28/2025 | 11:06 AM PDT

Approved as to Form:

Signed by:  
Joseph P. Byrne  
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Joseph P. Byrne  
General Counsel

6/27/2025 | 11:06 PM PDT