

AMENDMENT No. 1
to the EMPLOYMENT AGREEMENT for the
VEGETATION MANAGEMENT DIRECTOR

THIS AMENDMENT No. 1 formally amends the Employment Agreement made and entered into effective the 19th day of February, 2013, by and between the Board of Pacific County Commissioners ("BOARD") through its County Administrative Officer ("ADMINISTRATOR") on behalf of Pacific County ("COUNTY"), a Washington political subdivision and municipal corporation, and Stanton "Jeff" Nesbitt, ("VEGETATION MANAGEMENT DIRECTOR"), by revising Section II. HOURS OF WORK, Section III. COMPENSATION, and Section VI. TERM/TERMINATION as follows:

II. HOURS OF WORK

This position requires the VEGETATION MANAGEMENT DIRECTOR to work a minimum of 2080 hours per year, and often requires the VEGETATION MANAGEMENT DIRECTOR to work before and beyond the scheduled business hours and occasionally on weekends and holidays.

III. COMPENSATION

For services rendered pursuant to this amended agreement, the COUNTY will provide the VEGETATION MANAGEMENT DIRECTOR with a monthly salary beginning January 1, 2015 of Three Thousand Nine Hundred Forty Eight Dollars (\$3,948). Beginning in January 2016 and each year thereafter during which this contract and any extensions are valid, the VEGETATION MANAGEMENT DIRECTOR's monthly salary will be increased to reflect "cost of living adjustments" commensurate with those provided to other COUNTY non-represented employees. The VEGETATION MANAGEMENT DIRECTOR's salary will be paid to him at the same time and in the same manner as the COUNTY's non-represented employees are paid to them.

VI. TERM/TERMINATION

This AGREEMENT shall be deemed to have become effective the 1st of January 2015, and will continue in full force and effect through December 31st, 2017. In the event either party to this AGREEMENT desires to modify the provisions of this AGREEMENT, written notice of such intention will be personally served upon or sent by certified mail, return receipt requested, to the other party a minimum of two (2) months prior to the expiration date or this agreement will be extended one (1) additional year. This agreement will continue thereafter on an annual basis until the proper written notice to terminate or modify is provided. This provision will not prevent the parties from amending this AGREEMENT by mutual written consent. This provision will not prevent, limit or otherwise interfere with the BOARD's right to terminate the services of the VEGETATION MANAGEMENT DIRECTOR or the VEGETATION MANAGEMENT DIRECTOR's right to resign from employment with the COUNTY.

ALL OTHER PROVISIONS of the EMPLOYMENT AGREEMENT remain in full force and effect as per the AGREEMENT signed by both parties with the effective date of January 1, 2015.

IN WITNESS WHEREOF, the parties hereto have set their hands and the day so noted.

VEGETATION MANAGEMENT DIRECTOR

BOARD OF COUNTY COMMISSIONERS
PACIFIC COUNTY, WASHINGTON

Stanton J. Nesbitt 12-22-14
Stanton Nesbitt Date
SSN: On File

Steve Rogers, Chair

Frank Wolfe, Commissioner

Lisa Ayers, Commissioner

ATTEST:

Clerk of the Board

Date

APPROVED AS TO FORM:

Mark McClain
Prosecuting Attorney

Date