

AMENDMENT No. 1
to the EMPLOYMENT AGREEMENT for the
COUNTY ADMINISTRATIVE OFFICER

THIS AMENDMENT No. 1 formally amends that certain Employment Agreement made and entered into the 9th of August 2011, by and between the Board of Pacific County Commissioners ("BOARD") on behalf of Pacific County ("COUNTY"), a Washington political subdivision and municipal corporation, and Kathy Spoor, ("COUNTY ADMINISTRATIVE OFFICER "CAO"), [REDACTED] South Bend, WA 98586, by revising Section III., COMPENSATION, and Section VI., TERM/TERMINATION as follows:

III. COMPENSATION

For services rendered pursuant to this amended agreement, the COUNTY will provide the CAO with a monthly salary beginning January 1, 2013, of Seven Thousand Four Hundred Six Dollars and Sixty-Seven Cents (\$7,406.67).

Beginning in January 2014, and in each year thereafter during which this contract and any extensions are valid, the CAO's monthly salary will be increased to reflect "cost of living adjustments" commensurate with those provided to other COUNTY non-represented employees.

As of January 1, 2014, the CAO's monthly salary will be increased by Ninety Three Dollars and Thirty-Three Cents (\$93.33) per month, in addition to any cost of living adjustment that may be provided.

The CAO's salary will be paid to her at the same time, and in the same manner, in which the COUNTY's non-represented employees receive their compensation, except that in all cases payment of her salary shall be made to the CAO via direct electronic deposit.

VI. TERM/TERMINATION

This amended AGREEMENT shall be deemed to become effective the 1st day of January 2013, and supersedes the applicable sections of the CAO's AGREEMENT signed by the BOARD on the 9th day of August 2011. This amended AGREEMENT will continue in full force and effect through the 31st day of December 2015. In the event either party to the AGREEMENT desires to terminate or modify provisions of the AGREEMENT, written notice of such intention will be personally served upon or sent by certified mail or e-mail, return receipt requested, to the other party a minimum of six (6) 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. Nothing contained herein shall 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 CAO's services or the CAO'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 dated August 9th, 2011.

County Administrative Officer



10/24/12
Date

Kathy Spoor
SSN: On file

BOARD OF COUNTY COMMISSIONERS
PACIFIC COUNTY, WASHINGTON

Lisa Ayers, Chair

Norman "Bud" Cuffel, Commissioner

Beverly Olson, Interim Commissioner

APPROVED AS TO FORM

David J. Burke Date
Prosecuting Attorney

ATTEST:

Clerk of the Board Date