

**THIRTEENTH AMENDMENT TO EMPLOYMENT AGREEMENT FOR  
SERVICES AS EXECUTIVE OFFICER OF THE EL DORADO  
LOCAL AGENCY FORMATION COMMISSION**

This Thirteenth Amendment to Employment Agreement (“Thirteenth Amendment”) is made and entered into as of the 2nd day of December, 2020, by and between the EL DORADO COUNTY LOCAL AGENCY FORMATION COMMISSION (“LAFCO”) and JOSÉ C. HENRÍQUEZ (“Employee”).

**RECITALS**

WHEREAS, LAFCO and Employee entered into an Employment Agreement (“Agreement”) for services as Executive Officer, effective November 14, 2005, which has subsequently been amended twelve times; and

WHEREAS, LAFCO and Employee wish to amend the Agreement to set a new contract term and amend the performance evaluation review process.

NOW, THEREFORE, in consideration of the above recitals and the mutual covenants contained herein, LAFCO and Employee agree as follows:

**AMENDMENT**

Section 1. Subsection A of Section 2 of the agreement, entitled “Term, Termination and At Will Status,” is hereby amended in full to read as follows: “This Agreement shall continue to December 31, 2021.”

Section 2. Subsection B of Section 2 of the Agreement, entitled “Term, Termination and At Will Status,” is hereby amended in full to read as follows:

“B. While a formal evaluation will be conducted at least annually, the Commission at more frequent intervals and at times selected by the Commission, can also conduct both informal and formal reviews and/or provide other input to Employee regarding Employee’s job performance in a format chosen by the Commission.”

Section 3. Except as amended by this Thirteenth Amendment, the remainder of the Agreement, as previously amended, shall continue in full force and effect.

IN WITNESS WHEREOF, the El Dorado Local Agency Formation Commission has caused this Thirteenth Amendment to be signed and duly executed by Shiva Frentzen, Commission Chair, and Employee has signed and executed this Thirteenth Amendment, as of the day and year first above written.

[Signatures on following page]

**SIGNATURE PAGE TO  
THIRTEENTH AMENDMENT TO EMPLOYMENT AGREEMENT FOR  
SERVICES AS EXECUTIVE OFFICER OF THE EL DORADO  
LOCAL AGENCY FORMATION COMMISSION**

LAFCO:

EL DORADO LOCAL AGENCY  
FORMATION COMMISSION

By: \_\_\_\_\_  
SHIVA FRENTZEN, Commission Chair

EMPLOYEE:

By: \_\_\_\_\_  
José C. Henríquez