

**AMENDMENT NO. 3 TO
EMPLOYMENT AGREEMENT FOR THE GENERAL MANAGER
OF THE SAN MATEO COUNTY HARBOR DISTRICT**

THIS AMENDMENT NO. 3 TO EMPLOYMENT AGREEMENT FOR THE GENERAL MANAGER (the "Amendment") is made and entered into as of December 20, 2023 and effective on January 1, 2024 by and between the San Mateo County Harbor District (hereinafter referred to as the "District"), a public agency, and James B. Pruett (hereinafter referred to as "Manager").

RECITALS

WHEREAS, the District employs James B. Pruett as General Manager of the District pursuant to that certain Employment Agreement dated as of November 18, 2019 (the "Agreement"); and

WHEREAS, James B. Pruett continues to excel as General Manager through exceptional leadership, management, and foresight; and

WHEREAS, James B. Pruett continues to meet or exceed all expectations of the Harbor Board of Commissioners; and

WHEREAS, the District desires to continue employment of James B. Pruett as the General Manager pursuant to the terms and conditions set forth in the Agreement as amended by this Amendment;

WHEREAS, the General Manager desires to continue employment with the District pursuant to the terms and conditions set forth in the Agreement as amended by this Amendment; and

WHEREAS, the District desires for the Manager to reside on the Coastside;

WHEREAS, the Agreement provides for Performance Incentives;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the District, through its Board of Harbor Commissioners, and the Manager hereby agree as follows:

Section 1. Amendments.

1.1. Paragraph B of Section 1 (Term) of the Agreement is hereby amended to read as follows:

“B. This Agreement is indefinite, unless terminated earlier pursuant to Section 7.

1.2. Paragraph A of Section 3 (Compensation and Evaluation) is hereby amended to read as follows:

“A. Salary. The District agrees to pay Manager an annual base salary of two hundred forty thousand, eight hundred and sixteen dollars (\$240,816.00), payable in installments at the same time and in the same manner as other management employees of the District are

paid, for the faithful and diligent performance of the duties and obligations of General Manager.

6.D. Paragraph D of Section 6 (Other Obligation of the District) is hereby amended to read as follows:

“D. Housing Allowance. The District will provide Manager with a housing allowance of \$800.00 per month. Manager is responsible for any income tax or other taxes resulting from such allowance.

Section 2. Agreement. Except for the changes specifically set forth herein, all other terms and conditions of the Agreement including applicable amendments outlined in Amendments 1 and 2, shall remain in full force and effect.

Signature on the following page

**AMENDMENT NO. 3
TO EMPLOYMENT AGREEMENT FOR THE GENERAL MANAGER
OF THE SAN MATEO COUNTY HARBOR DISTRICT**

IN WITNESS WHEREOF, the parties have executed this Agreement on December 20, 2023.

SAN MATEO COUNTY HARBOR DISTRICT

By: *William Zemke*
William Zemke (Dec 27, 2023 14:15 PST)
William Zemke, President

Manager

By: *James B. Pruett*
James B. Pruett










Amendment No. 3 General Manager

Final Audit Report

2023-12-27

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