



January 12, 2021

Roland A. Ruiz
General Manager
900 E. Quincy Street
San Antonio, Texas 78215

Dear Mr. Ruiz:

This letter is to amend the employment agreement dated October 10, 2012 between the Edwards Aquifer Authority (the “EAA”) and Roland A. Ruiz (“General Manager”). This amendment will be effective January 1, 2021 and continues in effect unless terminated at any time by action of the Board of Directors of the EAA. For the convenience of both parties the deleted provisions are indicated by a “strike through” effect and the new language is indicated by an “underlined” effect.

AMENDMENT NO. 1

ARTICLE 1. EMPLOYMENT

1.5 Term.

This Agreement shall be deemed effective and the period of the General Manager’s employment under this Agreement shall be deemed to have commenced on October 10, 2012. This Agreement shall expire at 11:59 p.m. on December 31, ~~2020~~2021, subject always to termination as hereinafter provided in Articles 3 and 4 below.

AMENDMENT NO. 2

ARTICLE 2. COMPENSATION

2.1 Base Compensation.

Effective January 1, ~~2020~~2021, the EAA shall pay a salary to the General Manager for each employment year during the term of this Agreement of not less than ~~\$347,192~~ \$364,522 per annum which shall be payable in accordance with normal EAA pay periods. The EAA also agrees to pay the General Manager a one-time payment of ~~\$15,000~~ \$20,000 to be deposited into a 401a Profit Sharing Plan in the month of January. The EAA agrees to pay the General Manager, in addition to his Base Compensation, a monthly car allowance of \$1,250 dollars for each month he is employed under this Agreement. The parties agree that this monthly car allowance is not part of the General Manager's Base Compensation and will not be used to determine eligibility for or the amount of any other benefit.

In all other respects, the contract remains in full force and effect.

If you are in agreement with this amendment, please sign below and return one copy of this letter to the EAA.

Luana Buckner
Chairman, Board of Directors

Date

ATTEST:

Enrique Valdivia
Secretary, Board of Directors

Date

ACCEPTED:

Roland A. Ruiz
General Manager

Date