

**AMENDMENT NO. 3**  
**TO EMPLOYMENT AGREEMENT FOR THE GENERAL MANAGER**  
**BETWEEN RAINBOW MUNICIPAL WATER DISTRICT**  
**AND JACOB WILEY**

Per the action of the Rainbow Municipal Water District (“District”) Board of Directors in accordance with California Government Code Section 54953, subsection (c)(3) at the September 23, 2025 board meeting, the employment agreement (“Agreement”) between the District and Jacob Wiley (“Employee”) is hereby amended as follows.

Section 3 of the Agreement with Employee is amended to read:

3. COMPENSATION AND REIMBURSEMENT.

A. Salary. The District agrees to pay Employee for services rendered pursuant hereto at a rate of \$9,808.00 biweekly (\$255,008.00 annually) beginning on September 25, 2023, according to the procedures regularly established and as the District may amend them in its sole discretion.

1. Effective September 25, 2024, the Employee shall receive a 3% cost-of-living adjustment, bringing his salary to \$10,102.24 biweekly (\$262,658.24 annually).

2. The Employee shall also receive a 2% base pay merit increase, effective September 25, 2024, to bring his salary to \$267,911.28 annually, payable bi-weekly at the regular District pay periods.

3. Effective September 25, 2025, the employee shall receive a 3% cost-of-living adjustment, bringing his salary to \$10,613.41 biweekly (\$275,948.66 annually)

All other provisions of the Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the Parties have executed this Agreement as of the 8th day of October 2025.

By: C. Hamilton, III  
Hayden Hamilton  
President, Board of Directors

Jacob Wiley  
Jacob Wiley  
Employee

Approved as to form:

*Alfred Smith, Esq.*

Alfred Smith, Esq. (Oct 8, 2025 15:39:34 PDT)

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Alfred Smith, Esq.  
Nossaman LLP












# 3rd Amendment to GM Contract 09-25-2025

Final Audit Report

2025-10-08

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