

**AMENDMENT NO. 4
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 December 9, 2025 regular board meeting, the employment agreement (“Agreement”) between the District and Jacob Wiley (“Employee”) is hereby amended as follows.

Section 3(A) of the Agreement with Employee is amended to add:

3. COMPENSATION AND REIMBURSEMENT.

A. Salary.

4. Effective September 25, 2025, the employee shall receive a 3% base pay merit increase, bringing his salary to \$10,931.81 biweekly (\$284,227.06 annually)

Section 3(C) of the Agreement with Employee is amended to add:

C. The Employee may receive an annual lump-sum bonus of up to \$20,000 based on achieving his goals and objectives as determined by the Board in its sole discretion. Any lump-sum bonus will not be subject to CalPERS contributions. All compensation and comparable payments to be paid to Employee shall be subject to withholdings and taxes required by law.


2. After this Amendment is fully executed, a lump-sum bonus of \$20,000.00 will be paid on the next regular pay date of December 23, 2025.

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 18th day of December, 2025

By: 
Greg Irvine (Dec 19, 2025 11:44:32 PST)

Greg Irvine
President, Board of Directors



Jacob Wiley
Employee

Approved as to form:


Alfred Smith (Dec 19, 2025 09:42:01 PST)

Alfred Smith, Esq.
Nossaman LLP












4th Amendment to GM Contract 12-09-2025

Final Audit Report

2025-12-19

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