

**ADDENDUM NO. 5**  
**TO EMPLOYMENT AGREEMENT BETWEEN**  
**RAINBOW MUNICIPAL WATER DISTRICT**  
**AND THOMAS M. KENNEDY**

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 August 24, 2021, regular board meeting, Article 3, Section 3.1 of the employment agreement with Thomas M. Kennedy (“Employee”) is amended to read:

Article 3 – Compensation of Employee

Section 3.1. (a) Employee shall receive a cost-of-living adjustment of 3.3%, bringing his salary to \$261,219.92 per annum, and a base pay merit increase to bring his salary to \$268,307.52 per annum, payable bi-weekly at the regular District pay periods, effective on August 28, 2021.

Employee shall also receive a lump sum bonus in the amount of \$25,000, payable on the next regular pay date of September 9, 2021.

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

IN WITNESS WHEREOF, the parties have executed this Agreement as of the 24<sup>th</sup> day of August, 2021.

By: *C.H. Hamilton, III*  
C.H. Hamilton, III (Sep 9, 2021 14:39 PDT)  
Hayden Hamilton  
Vice President, Board of Directors

*Tom Kennedy*  
Tom Kennedy (Sep 8, 2021 11:36 PDT)  
Thomas Kennedy  
Employee

Approved as to form:

*Alfred E. Smith, II*  
Alfred E. Smith, II (Sep 8, 2021 14:45 PDT)  
Alfred Smith, Esq.  
Nossaman, LLP











# GM Salary Addendum 5 to Contract August 2021

Final Audit Report

2021-09-09

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✔ Agreement completed.

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