

EMPLOYMENT AGREEMENT FIRST AMENDMENT

THIS EMPLOYMENT AGREEMENT FIRST AMENDMENT (“First Amendment”) is made by and between TRANSBAY JOINT POWERS AUTHORITY (“TJPA” or “Employer”), a California Joint Powers Authority, and Adam Van de Water (“Employee”).

RECITALS

WHEREAS, Employer entered an employment agreement with Employee on December 9, 2021 (“Agreement”) to serve as the TJPA’s Executive Director effective January 4, 2022; and

WHEREAS, At its March 13, 2025 meeting, the TJPA Board of Directors approved an increase in Employee’s Administrative Leave benefit under the Agreement.

NOW, THEREFORE, for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, Employer and Employee agree to modify certain provisions of the Agreement as follows:

Exhibit A – Salary and Benefits – at Section 4.1 is replaced in its entirety as follows:

4.1 Hours and Allocation

Employee shall receive ___ hours of paid Administrative Leave per calendar year.

Except as modified by the above, all other provisions of the Agreement remain in full force and effect, including but not limited to, the at-will nature of the employment relationship.

IN WITNESS WHEREOF, the parties hereto have executed this First Amendment on the dates set forth below.

DATED: _____ 2025

TRANSBAY JOINT POWERS
AUTHORITY

By: _____
Jeff Gee, Board Chair

DATED: _____ 2025

By: _____
Adam Van de Water, Employee

Right to Consult Counsel. The Employee has had the right to seek counsel, and the Employee has been advised to consult independent counsel concerning this Agreement, and the effects of the Agreement.

DATED: _____ 2025

By: _____
Adam Van de Water, Employee