

FOURTH AMENDMENT TO AT-WILL EMPLOYMENT AGREEMENT OF BENNETT HORENSTEIN
AS GENERAL MANAGER OF THE MARIN MUNICIPAL WATER DISTRICT

This Fourth Amendment ("Amendment") is made by and between Bennett Horenstein as the current General Manager ("General Manager") and the Marin Municipal Water District as employer ("District") to amend the At-Will Employment Agreement of Bennett Horenstein as General Manager of the Marin Municipal Water District made effective as of December 2, 2018 ("Employment Agreement") and as previously amended. This Fourth Amendment shall be effective as of August 19, 2026.

RECITALS

- A. The District and the General Manager entered into the Employment Agreement to set forth the terms and conditions of employment for the General Manager in service of the District.
- B. On April 5, 2022, the District Board of Directors approved a First Amendment to the Employment Agreement to extend the term for three (3) additional years, through December 2, 2026.
- C. On November 7, 2023, the District Board of Directors approved a Second Amendment to the Agreement to revise the terms and conditions of the General Manager's employment.
- D. On January 20, 2026, the District Board of Directors approved a Third Amendment to the Agreement to extend the contract employment date through March 12, 2027, to allow for the General Manager to take accrued leave prior to his planned retirement and to provide for a smooth transition period.
- E. The parties now desire to execute this Fourth Amendment to the Agreement to clarify the status of Bennett Horenstein following the appointment of a new District General Manager.

AGREEMENT

1. Effective as of the commencement of a new District General Manager appointed by the Board of Directors pursuant the Board's approval of a new At-Will Employment Agreement, the current General Manger will thereafter take on an advisory role for the District at the direction of the new District General.
2. Except as set forth in Section 1 of this Amendment above, all terms and conditions in the Employment Agreement shall remain unchanged and in full force and effect.

WHEREFORE, the parties have entered into this Fourth Amendment as of the date written above.

MARIN MUNICIPAL WATER DISTRICT

GENERAL MANAGER

By: _____
Jed Smith, Board President

By: _____
Bennett Horenstein