

**FIRST AMENDEMENT TO
AGREEMENT FOR EMPLOYMENT OF COUNTY ADMINISTRATOR
FOR COCHISE COUNTY, ARIZONA**

This First Amendment to the Agreement is made and entered into this 26th day of October 2021, between COCHISE COUNTY, a subdivision of the State of Arizona, hereinafter referred to as the "County", and RICHARD G. KARWACZKA, hereinafter referred to as the "Administrator."

- A. Section 3** of the Agreement is hereby amended to read as follows, and shall become effective as of the pay period immediately following the execution of this Amendment:

**SECTION 3.
COMPENSATION**

In consideration of the services rendered as County Administrator, Administrator shall receive the following compensation and other consideration:

The Administrator shall be paid a gross annual salary of \$160,000 per year.

- B. Section 5** of the Agreement is hereby amended to read as follows:

**SECTION 5.
TERM OF AGREEMENT**

This Amendment shall become effective on the date of execution by the parties, and the Agreement shall continue through October 4, 2024. On or before October 5, 2023, the Board of Supervisors, following an evaluation of Administrator, shall determine whether to extend this Agreement by one or more years, which determination shall be acknowledged in writing by the Board and Administrator. If there is no such acknowledgment in writing this Agreement will terminate on October 4, 2024, with no further action of the parties. If the Agreement is extended, the Board of Supervisors and Administrator shall repeat this process of evaluation and determination of an extension each year on or before the anniversary of this Agreement.

C. All other terms of the Agreement shall remain the same.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the day
and year first written above.

COCHISE COUNTY:



Ann English, Chair
Cochise County Board of Supervisors

10-26-21
Date

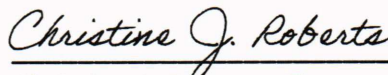
ATTEST:



Kim Lemons, CPCC, Clerk of the Board

10/26/21
Date

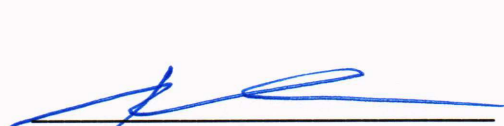
APPROVED AS TO FORM:



Christine J. Roberts, Esq,
Chief Civil Deputy County Attorney

10/6/2021
Date

COUNTY ADMINISTRATOR



Richard G. Karwaczka

10/26/21
Date