

**THIRD AMENDMENT TO
AGREEMENT FOR EMPLOYMENT OF COUNTY ADMINISTRATOR
FOR COCHISE COUNTY, ARIZONA**

This Third Amendment to the Agreement is made and entered into this 14th day of November 2023, 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 \$175,000 per year.

- B.** 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:

Peggy Judd, Chair
Cochise County Board of Supervisors

Date

ATTEST:

Sharon Gilman, Interim Clerk of the Board

Date

APPROVED AS TO FORM:

Christine J. Roberts

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

October 31, 2023
Date

COUNTY ADMINISTRATOR

Richard G. Karwaczka

Date