

AGREEMENT NO. __-__

Second Amendment to County Counsel Employment Agreement

This Second Amendment to the August 4, 2014 Employment Agreement between the County of Yolo ("County") and Philip Pogledich ("Employee") is entered into and effective as of March 3, 2026.

RECITALS

WHEREAS, on August 4, 2014, the parties entered into an Employment Agreement to confirm the appointment of Employee as County Counsel; and

WHEREAS, the Employment Agreement describes various terms of employment and related salary and benefit matters; and

WHEREAS, after Employee's initial appointment as County Counsel, the Board of Supervisors approved a First Amendment to the Employment Agreement effective January 9, 2018, and reappointed Employee to two successive four-year terms commencing August 30, 2018, and August 30, 2022; and

WHEREAS, the parties would like to again amend the Employment Agreement to reflect the Board's reappointment of Employee as County Counsel for an additional four-year term concurrently with its approval of this Second Amendment, consistent with Government Code sections 27640-27641, and provide for equity adjustments to compensation as set forth below;

NOW, THEREFORE, the parties hereby agree as follows:

AGREEMENT

1. Section 1 of the Employment Agreement is hereby amended to include the following language:

Effective March 3, 2026, Mr. Pogledich is appointed to a fourth four-year term as County Counsel that will commence upon the conclusion of his current term on August 30, 2026. The terms of this Agreement, as previously amended, shall remain in full force and effect for the duration of his fourth term.

2. Section 2 of the Employment Agreement is hereby amended to include the following language:

(d) Effective upon the pay period that includes January 1, 2026, Employee shall receive a six percent equity adjustment in his annual salary. Subsequently, effective upon the first pay period that includes January 1, 2027, Employee shall receive a 3.76 percent equity adjustment in his annual salary. Employee shall not receive any cost of living adjustments that may be provided to other department heads through December 31, 2027, and thereafter shall receive such adjustments only if specifically approved for Employee by a majority vote of the Board. Employee's salary is payable in installments at the same time as other employees of County are paid and subject to customary withholding.

Except as amended, the terms and provisions of the Employment Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have executed this Amendment as of the day and year first set forth above.

EMPLOYEE

COUNTY OF YOLO

Philip J. Pogledich

By: _____

Sheila A. Allen, Chair
Yolo County Board of Supervisors

ATTEST: Julie Dachtler, Senior Deputy Clerk
Yolo County Board of Supervisors

By: _____

Deputy (Seal)