

EMPLOYMENT AGREEMENT SECOND AMENDMENT

THIS EMPLOYMENT AGREEMENT SECOND AMENDMENT (“Second 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 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 and Employer and Employee executed an Employment Agreement First Amendment dated March 27, 2025 (the original agreement as first amended, “Agreement”); and

WHEREAS, The Agreement provides for an annual Cost of Living Adjustment to compensation, which have accrued at 6.4 percent (2022), 2.5 percent (2023), 2.3 percent (2024), and 3.6 percent (2025); and

WHEREAS, At its May 14, 2026 meeting, the TJPA Board of Directors approved a 3 percent merit increase in Employee’s compensation 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 1.1 is replaced in its entirety as follows:

1.1 Compensation

Commencing May 1, 2026, Employee, acting as the Executive Director for the Transbay Joint Powers Authority, shall be paid an hourly rate of \$188.11 payable in twice monthly increments (1st to the 15th of each month, and 16th to the end of the month). Such compensation may change if Employee’s duties are changed or to reflect compensation adjustments as deemed appropriate by the Board.

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 Second Amendment on the dates set forth below.

DATED: _____ 2026

TRANSBAY JOINT POWERS
AUTHORITY

By: _____
Jeff Gee, Board Chair

DATED: _____ 2026

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: _____ 2026

By: _____
Adam Van de Water, Employee