

SECOND AMENDMENT TO EMPLOYMENT AGREEMENT

This Second Amendment to Employment Agreement (“Second Amendment”) is made and entered into on this 18th day of June, 2026, by and between the BOARD OF DIRECTORS on behalf of the COUNCIL OF SAN BENITO COUNTY GOVERNMENTS, a joint powers agency formed under the joint exercise of powers provisions of California Government Code section 6500 – 6522 (the “Council of Governments”); the BOARD OF SUPERVISORS on behalf of the COUNTY OF SAN BENITO, a political subdivision of the State of California (the “County”) (the Council of Governments and the County are hereinafter collectively referred to as “Employer”); and BINU ABRAHAM (“Employee”), (the Council of Governments, the County and Employee are collectively hereinafter referred to as “Parties”).

WHEREAS, the Parties entered into an Employment Agreement on December 13, 2022 (the “Agreement”), wherein the Employer agreed to employ the services of Employee as Executive Director of the Council of Governments; and

WHEREAS, the Parties amended the Agreement on July 22, 2024 (the “First Amendment”) and now desire to further amend the Agreement as it relates to Employee’s compensation.

NOW, THEREFORE, the Parties hereby mutually agree to the following:

1. Section 6 (A) of the Agreement is hereby amended as follows:

Annual Salary: As compensation for the services to be rendered by Employee hereunder effective the first pay period after June 18, 2026, Employer shall pay Employee an annual salary of Two Hundred Thirty Seven Thousand Eight Hundred Seventy One Dollars and Forty Six Cents (\$237,871.46) payable in pro rata installments at the same time as other employees of San Benito County are paid. Cost of living increases at the rate and frequency at which such increases are awarded to all employees of the Council of San Benito County Governments. Employee understands that the position is that of an exempt employee under the Fair Labor Standards Act, and she shall not be entitled to receive any overtime pay, compensatory time, or other premium pay or compensation, except as may be provided for by County policies.

2. Unless otherwise provided for in this Amendment, all other terms and conditions of the Agreement and the First Amendment shall remain in full force and effect.

IN WITNESS WHEREOF, the Parties hereto have caused this Second Amendment to the Agreement to be executed and attested by their proper, duly authorized officers on the day and year first above written.

[SIGNATURES ON NEXT PAGE]

EMPLOYEE:

By: _____
Binu Abraham

EMPLOYER:

Council of San Benito County Governments:

By: _____
Ignacio Velazquez, Chair
Board of Directors

ATTEST:

By: _____
Monica Gomez, Clerk

APPROVED AS TO LEGAL FORM:

Council of San Benito County Governments
Counsel

By: _____
Osman I. Mufti
Sloan Sakai Yeung & Wong LLP

EMPLOYER:

County of San Benito

By: _____
Dom Zanger, Chair
Board of Supervisors

ATTEST:

By: _____
Vanessa Delgado, Clerk

APPROVED AS TO LEGAL FORM:

San Benito County Counsel's Office

By: _____