

SECOND AMENDMENT TO THE FIRE CHIEF EMPLOYMENT CONTRACT

Between

SCOTTS VALLEY FIRE PROTECTION DISTRICT

And

MARK CORREIRA

This Second Amendment to the Fire Chief Employment Contract (Amendment) is entered into by the Scotts Valley Fire Protections District ("District") and Mark Correia ("Employee") (Collectively referred to as "Parties") with respect to the following:

Whereas, the District approved the Fire Chief Contract on June 14, 2023; and

Whereas, the District approved the first amendment of the Fire Chief Contract on October 8, 2025 which revised the pay and benefits of the Contract; and

Whereas, the District and Employee have agreed to revise the scoring criteria of the Fire Chief Evaluation Process; and

Whereas, Section 4 of the Fire Chief Contract outlines the evaluation process and scoring criteria; and

Whereas, the Parties have satisfied the meet and confer process, and have agreed to amend the Contract as defined below and with an effective date on the day the Parties execute the agreement.

Therefore, it is understood that all items remain in effect as originally agreed to on June 14, 2023, and as amended on October 8, 2025, except for the following section as it will be amended and replaced with the following:

4. PERFORMANCE EVALUATIONS

- (a) DISTRICT and EMPLOYEE acknowledge the importance of open and direct communication regarding EMPLOYEE's job performance. Annually, the DISTRICT shall review the EMPLOYEE's performance to determine, among other things, entitlement of any salary increase (including merit and/or cost-of living adjustment) or other amendments to this contract. When the Board determines it necessary or appropriate, it may conduct performance evaluation(s) more frequently. The evaluation shall be related to the duties and responsibilities of Fire Chief as set forth in this agreement and DISTRICT policy. The evaluation shall be in writing and should include the following elements:

- Goals and objectives jointly established by the DISTRICT and EMPLOYEE
- Employee self-evaluation

- Relationship with the Board
- Relationship with the community
- Overall Fire District leadership
- Fire District business and operations leadership
- Personnel leadership
- Personal qualities and development

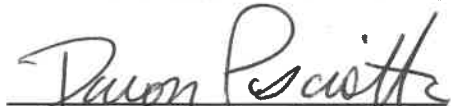
The evaluation format shall assess overall performance as well as specific criteria and shall provide for a rating system indicating:

- Does not Meet Standard
- Meets Standard
- Exceeds Standard

- (b) The Board shall meet in closed session to the extent permitted by law to perform this evaluation. It may meet without the EMPLOYEE present in order to establish one, single evaluation, which shall then be presented to the EMPLOYEE as the evaluation of the DISTRICT.
- (c) This Section does not, and will not, convert EMPLOYEE's status to 'for cause' employment. The parties understand and agree that EMPLOYEE's status is at the will of both parties as described elsewhere in this Contract (see Sections 1 & 5).

DONE THIS 12th DAY OF August, 2026

SCOTTS VALLEY FIRE PROTECTION DISTRICT


Daron Pisciotto, Board President

EMPLOYEE


Mark Correia