

NAPA COUNTY CONTRACT NO. 180191B
(Amendment No. 1)

EMPLOYMENT CONTRACT
(County Executive Officer)

THIS FIRST AMENDMENT TO AGREEMENT NO. 180191 is made and entered into as of this 10th day of March, 2020, by and between the County of Napa a political subdivision of the State of California (hereinafter referred to as "Employer,") and Minh C. Tran, whose mailing address is Post Office Box 10678, CA 94581 (hereinafter referred to as "Employee").

RECITALS

WHEREAS, Employee had served as Napa County Counsel since May 15, 2012; and

WHEREAS, on May 16, 2017, Employee was appointed Interim County Executive Officer by the Napa County Board of Supervisors ("Board") while concurrently serving as Napa County Counsel; and

WHEREAS, on October 24, 2017, the County of Napa, acting through its duly elected Board, appointed Employee as Napa County Executive Officer; and

WHEREAS, Employer continues to fully support Employee's efforts to maintain active status in both the local legal community and with the California State Bar; and

WHEREAS, the State Bar of California recently amended its Rules of Professional Conduct to encourage practicing attorneys to perform 50 hours of pro bono work per year; and

WHEREAS, after Employee's performance evaluation on February 11, 2020, Employer and Employee now wish to amend the Agreement to allow Employee to perform pro bono work and other outside activities.

TERMS

NOW, THEREFORE, in consideration of the mutual covenants set forth below, the parties hereby amend Contract No. 181091 as set forth below.

1. Section 1.2 of Contract 180191 shall be amended to read in full as follows:

"1.2 **Outside Activities**. Employee may engage in outside Activities (including outside employment), as a consultant or otherwise, without prior written approval of the Board. All outside Activities must be done using accrued vacation time or other leave time. However, in no event shall any outside Activity create a conflict of interest with the Employee's duties as the County Executive Officer."