

**FIRST AMENDMENT TO THE EMPLOYMENT AGREEMENT
BETWEEN JAMES MU, M.D., AND THE COUNTY OF SHASTA
FOR THE POSITION OF HEALTH OFFICER**

This First Amendment is entered into between the County of Shasta ("County") and James Mu, M.D. ("Employee") for the purpose of hiring James Mu, M.D. as the Health Officer for the County of Shasta.

RECITALS

WHEREAS, County and Employee have previously entered into an employment agreement on October 17, 2023 for the purpose of hiring James Mu, M.D. as the Health Officer for the County of Shasta ("Original Agreement"); and

WHEREAS, County and Employee desire to amend the Agreement to modify the severance pay from 9 months to 18 months; and

NOW, THEREFORE, the Agreement is amended as follows:

I. Section 7. Term and Termination, Subsection B. Termination by County of the Agreement is amended as of the effective date of this First Amendment in its entirety to read as follows:

Termination by County. The Board of Supervisors, in their sole discretion, may terminate Health Officer's employment without cause and for the convenience of the County. In the event that County terminates Health Officer's employment, County shall pay Health Officer the equivalent of 18 months base salary with no other add on compensation included as severance pay. The parties acknowledge that, pursuant to Government Code §§ 53260 and 53261, if this agreement is terminated, the maximum cash settlement, if any, allowed by law is an amount equal to the monthly salary of the Employee multiplied by up to 18 and shall not include any noncash items except health benefits.

II. REAFFIRMATION

In all other respects, the Agreement, as amended, and any attachments, remains in full force and effect.

III. ENTIRE AGREEMENT

The Agreement, as amended, and any attachments, constitute the entire understanding between County and Consultant.

IV. EFFECTIVE DATE

Unless otherwise provided, this First Amendment shall be deemed effective as of the last date it is signed by both Parties.

COUNTY OF SHASTA

Date: _____

PATRICK JONES, CHAIRMAN
Board of Supervisors
County of Shasta
State of California

ATTEST:

DAVID J. RICKERT
Clerk of the Board of Supervisors

SUPPORT SERVICES APPROVAL

By: _____
Deputy

By: _____
Monica Fugitt
Director of Support Services

Approved as to form:

By: _____
Gretchen Stuhr
Interim County Counsel

HEALTH OFFICER

Date: _____

By: _____
James Mu, M.D.
Tax ID: On File