

**FOURTH AMENDMENT
TO
AMENDED AND RESTATED EMPLOYMENT AGREEMENT
BY AND BETWEEN
THE PALM SPRINGS CEMETERY DISTRICT
AND
KATHLEEN JURASKY**

THIS FOURTH AMENDMENT TO AMENDED AND RESTATED EMPLOYMENT AGREEMENT (this “Fourth Amendment”) is entered into this 11th day of June, 2026, by and between the PALM SPRINGS CEMETERY DISTRICT, a California public cemetery and special district located in the County of Riverside, State of California (“District”), and KATHLEEN JURASKY, an individual (“District Manager”). The District and District Manager are sometimes herein individually referred to as a “Party” or collectively referred to as the “Parties.”

RECITALS

WHEREAS, the Parties entered into that certain Amended and Restated Employment Agreement dated as of October 8, 2014 (“Original Agreement”) pursuant to which the Parties amended and restated their agreement with respect to the District’s continued employment of District Manager, subject to the terms and conditions of the service set forth in the Original Agreement.

WHEREAS, the Parties subsequently amended the Original Agreement by entering into (i) that certain Amendment to Amended and Restated Employment Agreement by and between the District and District Manager dated as of July 1, 2023 (“First Amendment”), (ii) that certain Amendment to Amended and Restated Employment Agreement by and between the District and District Manager dated as of July 1, 2024 (“Second Amendment”), and (iii) that certain 2025 Amendment to Amended and Restated Employment Agreement by and between the District and District Manager dated as of July 1, 2025 (“Third Amendment”). The Original Agreement as amended by the First Amendment, the Second Amendment, and the Third Amendment is hereinafter referred to as the “Amended Agreement”.

WHEREAS, the Parties now desire to amend the Amended Agreement by entering into this Fourth Amendment to amend Section 6.A. of the Amended Agreement in order (i) to increase the District Manager’s base gross annual salary payable by the District to District Manager by 3.5% commencing on July 1, 2026 for Fiscal Year 2026-2027, excluding any increase in any other benefits, and (ii) to place a maximum amount of payment by the District for the benefit of District Manager per month toward health care related insurance coverages.

NOW THEREFORE, in consideration of the foregoing Recitals, the mutual covenants and agreements contained in this Fourth Amendment, and for other good and

valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the District and District Manager hereby agree to amend the Amended Agreement as follows:

1. Recitals. The foregoing Recitals are made a substantive part of this Fourth Amendment.

2. Amendments to Section 6.A. of the Amended Agreement. Section 6.A. of the Amended Agreement is hereby amended as follows:

(a) SALARY INCREASE ADJUSTMENT.

Commencing on July 1, 2026 for Fiscal Year 2026-2027, the District Manager's base gross annual salary shall be increased by Three and One Half Percent (3.5%), which excludes any increase in any other benefits.

(b) DISTRICT'S CONTRIBUTION TOWARD HEALTH CARE RELATED INSURANCE COVERAGE.

The District agrees to pay for the benefit of District Manager a cumulative aggregate maximum amount not-to-exceed Three Thousand Fifty Dollars (\$3,050.00) per month for employee health care related insurance coverage (health, dental, vision, and life) and family health care related insurance coverage (health, dental, and vision).

3. Miscellaneous.

(a) Effect of Fourth Amendment. Except as amended by this Fourth Amendment, all terms and conditions of the Amended Agreement, including all Exhibits attached thereto, shall remain unmodified and in full force and effect. In the event of any conflict between the terms of this Fourth Amendment and the terms of the Amended Agreement, the terms of this Fourth Amendment shall govern, prevail and control.

(b) Entire Agreement. The Amended Agreement, including all Exhibits attached thereto, as amended by this Fourth Amendment, embody the entire understanding between the District and District Manager with respect to its subject matter and can be changed only by an instrument in writing signed by the District and District Manager.

(c) Counterparts. This Fourth Amendment may be executed in one or more counterparts, each of which shall be deemed an original but all of which, taken together, shall constitute one in the same Fourth Amendment.

(d) Applicable Law; Venue. The laws of the State of California shall govern the interpretation and enforcement of this Fourth Amendment, without giving effect to its principles of conflicts of laws. Should litigation occur, such legal actions must be instituted in the Superior Court of the County of Riverside, State of California, in any other

appropriate court of that county, or in the United States District Court for the Central District of California, and both Parties irrevocably consent to the personal jurisdiction of such courts.

(e) Independent Review by Legal Counsel. The Parties acknowledge and agree that each Party has had a full and fair opportunity to review and negotiate the terms of this Fourth Amendment with legal counsel of its own choosing. Accordingly, this Fourth Amendment shall not be construed against any Party as the drafter of this Fourth Amendment pursuant to California Civil Code Section 1654 or otherwise.

(f) Authority. Each Party hereby represents that the persons executing this Fourth Amendment on behalf of such Party have been duly authorized and have full power and authority to enter into, sign, and execute this Fourth Amendment on such Party's behalf and to bind such Party pursuant to the terms and conditions of this Fourth Amendment.

[SIGNATURES BEGIN ON THE FOLLOWING PAGE]

IN WITNESS WHEREOF, the Parties have executed this Fourth Amendment as of the date first set forth above.

DISTRICT:

PALM SPRINGS CEMETERY DISTRICT,
a California public cemetery and special district

By: _____
Tim Radigan-Brophy, Chairperson

ATTEST:

By: _____
Lafaye M. Platter, Secretary

APPROVED AS TO FORM:

KANE, BALLMER & BERKMAN

By: _____
Kendall D. Levan, General Counsel

DISTRICT MANAGER:

KATHLEEN JURASKY,
an individual

By: _____
Kathleen Jurasky