

**SECOND AMENDMENT TO
NORCOM EXECUTIVE DIRECTOR EMPLOYMENT AGREEMENT**

This SECOND AMENDMENT TO EMPLOYMENT AGREEMENT (this "Second Amendment") dated this ___ day of January, 2016, is made by and between the NORTH EAST KING COUNTY REGIONAL PUBLIC SAFETY COMMUNICATIONS AGENCY ("NORCOM") and Thomas Orr ("Director" and together with NORCOM, the "Parties") and amends that certain Employment Agreement, dated October 10, 2012, as amended, between NORCOM and the Director (as amended, the "Agreement").

WITNESSETH

WHEREAS, NORCOM has selected Thomas Orr to serve as Director of NORCOM, beginning December 15, 2012, and previously entered into the Agreement to establish the terms of the Director's employment; and

WHEREAS, Section 8.2 of the Agreement allows for modifications and amendments to such Agreement upon written agreement by the Parties; and

WHEREAS, NORCOM and the Director now desire to amend the Agreement as set forth herein;

NOW, THEREFORE, in consideration of the foregoing premises and for other good and valuable consideration, receipt of which is hereby acknowledged, and intending to be bound hereby, the Parties agree as follows:

AGREEMENTS

Section 1.01. Definitions. All words and phrases not otherwise defined herein shall have the meanings given to them in the Agreement.

Section 1.02. Amendment to Agreement. Section 4.1 (Leave with Pay and Other Benefits) of the Agreement is hereby amended as follows (additions are double lined and deletions are stricken):

4.1 Leave with Pay and Other Benefits. Director shall receive a paid time off (vacation and sick leave) starting balance of one hundred sixty (160) hours. Director shall accrue paid time off on a monthly basis at a rate that yields ~~two hundred sixteen (216)~~ two hundred sixty-four (264) hours for every twelve months of employment up to a maximum of four hundred eighty (480) hours. The Director may cash out up to 40 hours of accrued paid time off per year, when in excess of 160 hours and with the authorization of the NORCOM Board Chair. In addition, Director shall be entitled to such other leaves as are provided for Management Exempt employees of NORCOM. At the conclusion of Director's employment with NORCOM, the Director may schedule and use all or part of any remaining paid time off balance.

Section 1.03. Ratification and Confirmation. All other terms and conditions of the Agreement are hereby ratified and confirmed.

Section 1.04. Effective Date. The amendments set forth herein shall be effective as of January 1, 2016.

IN WITNESS WHEREOF, the Parties hereto have executed this Second Amendment, all as of the day and year first above mentioned.

NORTH EAST KING COUNTY REGIONAL
PUBLIC SAFETY COMMUNICATIONS
AGENCY

By  _____
Jim Torpin,
Chair, NORCOM Governing Board

DIRECTOR

By  _____
Thomas Orr

Approved as to form:

By  _____
Pacifica Law Group LLP
Legal Counsel to NORCOM