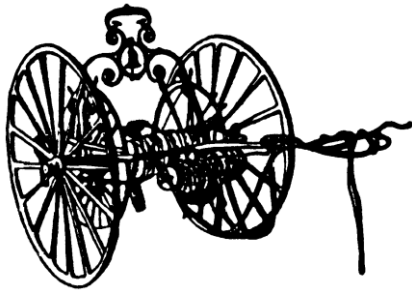


DISTRICT COPY



NORTH SAN JUAN FIRE PROTECTION DISTRICT

BOARD SECRETARY/DISTRICT ADMINISTRATOR EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement") is made effective as of March 16, 2004, by and between North San Juan Fire Protection District ("Employer") and Sharon Beckenbach ("Employee").

The parties agree as follows:

EMPLOYMENT

Employer shall employ Employee as Board Secretary/District Administrator with principal duties as described in Board Policy 1605.7. Employee accepts and agrees to such employment, subject to the general supervision, advice, and direction of Employer and the Employer's supervisory personnel. Employee shall also perform such other duties as are customarily performed by an employee in a similar position, and such other and unrelated services and duties as may be assigned to Employee from time to time by Employer. Employee is hired on a part-time basis for 15-20 hours per week on average over each month.

COMPENSATION

As compensation for the services provided by Employee under this Agreement, Employer will pay Employee an hourly rate as negotiated periodically between the Employer and the Employee and subject to Board policy and the salary schedule. Payment will be made in accordance with Employer's usual payroll procedures.

REIMBURSEMENT FOR EXPENSES

Employee shall be reimbursed for ordinary business expenses, travel, training, and mileage at the Federal reimbursement rate.

CONFIDENTIALITY

The Board Secretary/District Administrator is a confidential position with access to all District business, files, data, correspondence, and personnel information. Employee shall be subject to state laws governing confidentiality and shall exercise discretion and good sense in handling the District's affairs so as to maintain confidentiality.

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PAID TIME OFF (PTO)

No PTO accrues to the position of Board Secretary/District Administrator.

TERM

Employee's employment under this Agreement shall be for an unspecified term on an "at-will" basis, meaning that Employer or Employee can terminate the employment relationship for any reason, with or without good cause or reason. In the event Employer terminates this employment without good cause, Employer shall pay Employee two weeks' compensation (30 hours).

COMPLIANCE WITH EMPLOYER'S RULES

Employee agrees to comply with all of the rules and regulations of Employer.

ENTIRE AGREEMENT

This Agreement contains the entire agreement of the parties and there are no other promises or conditions in any other agreement, oral or written. This agreement supersedes any prior written agreement between the parties.

AMENDMENT

This Agreement may be modified or amended if the amendment is made in writing and is signed by both Employee and Employer. No officer or employee has any power to modify or amend this Agreement in any other way.

SEVERABILITY

If any provision of this Agreement is ruled to be invalid or unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. If a court finds that any provision of the Agreement is invalid or unenforceable, but that by limiting each provision it would become valid or enforceable, then such provision shall be deemed to be written, construed, and enforced as solicited.

ATTORNEY FEES

If any legal action based in contract law is necessary to enforce or interpret the terms of this agreement, the prevailing party shall be entitled to reasonable attorney's fees, costs, and necessary disbursements in addition to any other relief to which that party may be entitled. This provision shall be construed as applicable to the entire Agreement.

MODIFICATIONS

Any modification of this Agreement will be in writing and approved by the Board and the Chief.

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EFFECT OF WAIVER

The failure of either party to insist on strict compliance with any of the terms, covenants, or conditions of this Agreement by the other party shall not be deemed a waiver of that term, covenant, or condition, nor shall any waiver or relinquishment of any right or power at any one time or times be deemed a waiver or relinquishment of that right or power for all or any other times.

APPLICABLE LAW

This agreement shall be governed by the laws of the State of California.

Dated:

Bob E. Paulus, Jr., Chair

Dated:

Sharon Beckenbach