

FIRST AMENDMENT
TO EMPLOYMENT AGREEMENT

The parties to this First Amendment to Employment Agreement are the San Diego Unified Port District (District), a public corporation, and Scott Chadwick (Chadwick), Employee.

Recitals:

District and Chadwick are parties to an Employment Agreement dated December 10, 2024, whereby Chadwick is employed as Executive Director/President/Chief Executive Officer (CEO). The District and Chadwick are now amending the Employment Agreement to reflect a change in terms.

The Parties Agree:

1. Paragraph 2.1 Salary shall be amended to read as follows: Effective January 1, 2026, Chadwick’s annual base salary shall be a minimum of Four Hundred Seven Thousand and Fifty-Six Dollars (\$407,056). Additionally, Chadwick shall receive Fifteen Thousand Dollars (\$15,000) as a one-time bonus for exemplary performance.
2. All other terms, covenants and conditions shall remain in full force and effect and shall be applicable to this First Amendment.

DATED: _____

SAN DIEGO UNIFIED PORT DISTRICT

By: _____
DANIELLE MOORE
CHAIR, BOARD OF PORT
COMMISSIONERS

By: _____
SCOTT CHADWICK