

TWELFTH AMENDMENT
TO EMPLOYMENT AGREEMENT

The parties to this Twelfth Amendment to Employment Agreement are the San Diego Unified Port District (District), a public corporation, and Thomas A. Russell (Russell), Employee.

Recitals:

District and Russell are parties to an Employment Agreement dated September 22, 2012, whereby Russell is employed as General Counsel. The District and Russell 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, Russell’s annual base salary shall be a minimum of Three Hundred Eighty-Nine Thousand Two Hundred Nine Dollars and Eighty Cents (\$389,209.80). Additionally, Russell 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 Twelfth Amendment.

DATED: _____

SAN DIEGO UNIFIED PORT DISTRICT

By: _____

DANIELLE MOORE
CHAIR, BOARD OF PORT
COMMISSIONERS

By: _____

THOMAS A. RUSSELL