

**AMENDMENT TO THE EMPLOYMENT AGREEMENT BETWEEN
THE COUNTY OF TEHAMA AND JAYME BOTTKE
FOR THE POSITION OF EXECUTIVE DIRECTOR, HEALTH SERVICES AGENCY**

The Employment Agreement made and entered into on November 12, 2024, by and between the County of Tehama, referred to as "COUNTY," and JAYME BOTTKE, referred to as "BOTTKE," identified as Misc. Agreement No. 2024-352, shall be amended as set forth herein.

I. Section 3: Salary shall be amended to read as follows

For purposes of this agreement, BOTTKE shall be considered an overtime-exempt County employee. The salary and benefits provided under this agreement shall constitute the total compensation for all services provided by BOTTKE under this agreement.

In full consideration for services rendered, and the satisfactory job performance of specified duties, COUNTY agrees to pay BOTTKE hereto an annual salary, payable in twenty-six (26) installments, on the same biweekly basis as other employees of the COUNTY, and prorated on actual hours worked within the annual period. Annual salaries will be as follows:

November 16, 2024 through June 28, 2025	\$195,667.00 Annually
June 29, 2025 through November 15, 2025	\$201,538.00 Annually
November 16, 2025 through November 15, 2026	\$201,538.00 Annually
November 16, 2026 through November 15, 2027	\$201,538.00 Annually

In the event that, during the term of this contract, COUNTY agrees to adjustments in employment compensation, such as increases or reductions in salary, increased contributions to CalPERS, or changes to other benefits for all classifications represented by the Tehama County Management Employees Association, herein after called "TCMEA", BOTTKE's employment compensation will be adjusted by an equal percentage. Any such adjustments shall be effective for all calendar months commencing after the effective date of the adjustment as stated in the Memorandum of Understanding between COUNTY and the TCMEA currently in effect (hereinafter the "MOU").

Notwithstanding any other provisions of this contract, the COUNTY's Board of Supervisors reserves the right, in its sole discretion, to increase the compensation paid by COUNTY to BOTTKE during the term of this contract. The compensation stated in this contract shall not be deemed to be a fixed amount for the entire term of this contract, and may be increased, in the discretion of the Board of Supervisors, consistent with the California Constitution, Article XI, Section 10, subdivision (a).

Except as stated above, COUNTY shall not at any time during the term of this agreement reduce the salary, compensation or other financial benefits of BOTTKE, except with the concurrence of BOTTKE and then only to the degree of such a reduction across-the-board for all employees of the Department in which BOTTKE is employed (including a reduction resulting from employee furloughs).

Except as provided in the cell phone allowance, partial months will be prorated based on the number of days this contract is in force during the month calculated as a percentage of the total number of calendar days in the month.

It is further mutually agreed that all other terms and conditions of Misc. Agreement No. 2024-352 dated the 16th day of November 2024 shall remain in full force and effect.

IN WITNESS WHEREOF, County and BOTTKE have executed this agreement on the day and year set forth below.

Date: 1-27-26


Chairman, Board of Supervisors

ATTESTED: _____
Clerk of the Board of Supervisors,
County of Tehama, State of California

By: _____
Deputy

Date: 2-1-26


JAYME BOTTKE

Approved as to form by
Tehama County Counsel

MISC. AGREEMENT 2026-017

E-Contract Review
Approval as to Form

Department Name: Personnel

Vendor Name: Jayme Bottke

Contract Description: For the purpose of Employment contract for Health
Services Director

APPROVED AS TO FORM:

A handwritten signature in black ink, consisting of a large, stylized 'M' with a long, sweeping horizontal stroke extending to the right.

Date: 12/26/2025

Office of the Tehama County Counsel
Margaret Long, County Counsel