

**SECOND AMENDED  
AT WILL EMPLOYMENT AGREEMENT**

THIS SECOND AMENDED AGREEMENT (the "Second Amendment") is entered into by and between Metro, a metropolitan service district organized under the laws of the State of Oregon and the Metro Charter (herein referred to as "Metro") and Paul Slyman (herein referred to as "Employee").

An At Will Employment Agreement (the "Agreement") was entered between Metro and Employee on February 7, 2019. Said Agreement is hereby amended as follows:

1. Pursuant to Section 8 of the Agreement, Metro is permanently reassigning Employee to the position of General Manager, Major Projects.
2. This is a limited duration position with a projected end date of June 30, 2023. However, Employee's status with Metro remains at will, and subject to the termination provisions set forth in Section 9 of the Agreement.
3. Employee will report directly to the Chief Operating Officer (COO). The COO will establish Employee's work plan and annually evaluate Employee's performance.
4. Employee's salary, benefits, vacation, sick leave, PERS and FLSA status will continue with no change.
5. Except as amended herein, all other terms and conditions of the Agreement will remain unchanged and will remain in full force and effect.

**EXECUTED** on \_\_\_\_\_ to be effective \_\_\_\_\_.

**EMPLOYEE**

**METRO**

\_\_\_\_\_  
Paul Slyman  
Chief of Staff

\_\_\_\_\_  
Marissa Madrigal  
Chief Operating Officer

**APPROVED AS TO FORM:**

\_\_\_\_\_  
Carrie MacLaren  
Metro Attorney