

**FIRST ADDENDUM**  
**TO**  
**EMPLOYMENT AGREEMENT**  
**BETWEEN**  
**IONA MCGREGOR FIRE PROTECTION AND RESCUE SERVICE DISTRICT**  
**AND**  
**SETH COMER**

This First Addendum is made and entered into this 18 day of MARCH, 2026, by and between the IONA MCGREGOR FIRE PROTECTION AND RESCUE SERVICE DISTRICT, hereinafter referred to as “District”, and SETH COMER, hereinafter referred to as “Chief”.

**Witnesseth:**

WHEREAS, the District and the Chief entered into an Employment Agreement (“Agreement”) on or about March 17, 2021; and,

WHEREAS, the term of the Agreement expires April 15, 2027, subject, however to prior termination or retirement as provided in the Agreement; and,

WHEREAS, the parties anticipated extending the term of the Agreement for additional time periods upon the mutual agreement of the parties in the form of an amendment to the Employment Agreement; and

WHEREAS, the parties now wish to amend/extend the term of the Agreement through June 30, 2030.

NOW THEREFORE, the District and the Chief, for the mutual promises described herein, and other good and valuable consideration, hereby agree to amend the terms of the Agreement dated March 17, 2021, as follows:

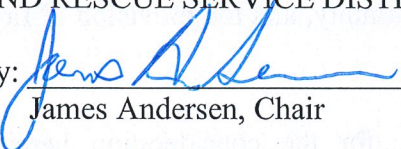
1. Section 2 of the Agreement entitled “TERM” is hereby amended to extend the Employment Agreement termination/ending date from the current expiration date of April 15, 2027, to a new expiration date of June 30, 2030, subject, however to prior termination or retirement or extension by amendment as provided in the Employment Agreement.

This First Amendment to the Employment Agreement between the District and Chief Comer may be executed at different times and in any number of counterparts, each of which, when so executed, shall be deemed an original and all of which, when taken together, shall constitute one and the same First Amendment. Delivery of an executed counterpart of the signature page of this First Amendment by facsimile or electronic mail shall be as effective as delivery of a manually executed counterpart of this First Amendment. In proving this First Amendment, it shall not be necessary to produce or account for more than one such counterpart signed by the party against whom enforcement is sought.

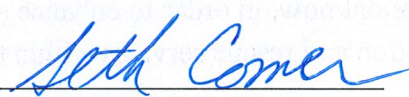
Except for the extension of the Employment Agreement expiration date from April 15, 2027, to June 30, 2030, as set forth above, all other terms and conditions and provisions of the Employment Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this First Amendment to the Employment Agreement between the District and the Chief, pursuant to all necessary legal action, this 18 day of MARCH, 2026.

IONA MCGREGOR FIRE PROTECTION  
AND RESCUE SERVICE DISTRICT

By:   
James Andersen, Chair

CHIEF

  
Seth Comer