

FIRST AMENDMENT TO VILLAGE MANAGER'S EMPLOYMENT AGREEMENT

WHEREAS, the Village of Glencoe, an Illinois special charter municipal corporation (the "Village"), and Philip A. Kiraly ("Kiraly") entered into a written Village Manager Employment Agreement in December 2013 (the "Employment Agreement"); and

WHEREAS, Subsection 5C of the Employment agreement provides for amendment by written agreement of the parties; and

WHEREAS, the Village and Kiraly desire to amend the Employment Agreement as more fully set forth below;

NOW, THEREFORE, the parties mutually agree as follows:

1. Subsection A, Base Salary, of Section 3, Compensation, is hereby amended to provide as follows:
 - A. Base Salary. Effective March 1, 2015, the Village shall pay Kiraly a base salary at least at the rate of One Hundred Fifty Eight Thousand Eight Hundred Seventy Five Dollars (\$158,875.00) per year on an annualized basis, payable in installments in accordance with the Village's normal payroll practices. Thereafter, and without being obligated to make any further adjustment in base salary, the Village Board shall review Kiraly's base salary on an annual basis, which salary may be adjusted from time to time as the Village Board, in its sole discretion, may determine. The Village shall review and evaluate Kiraly's performance at least once annually in advance of the adoption of the annual Budget ordinance. This review and evaluation shall be in accordance with criteria developed by the Village, in consultation with Kiraly. The evaluation criteria may be amended by the Village from time to time, in consultation with Kiraly. Further, the Village President shall provide Kiraly with a written summary of the findings of the Village's annual evaluation and provide adequate opportunity for Kiraly to discuss the evaluation with the Village President and/or the Village Board.
2. Except as specifically amended herein, the remaining provisions of the exiting Employment Agreement shall remain in full force and effect.

3. This instrument represents the full and complete understanding of the Village and Kiraly regarding this Amendment to the Village Manager Employment Agreement.
4. All compensation provisions of this amended Agreement shall be considered retroactive to the Fiscal Year, March 1, 2015.

IN WITNESS WHEREOF, the parties hereto have executed this FIRST AMENDMENT TO VILLAGE MANAGER EMPLOYMENT AGREEMENT by their duly appointed representatives on or before this 19th date of March, 2015.

VILLAGE OF GLENCOE

By: _____
Village President

Philip A. Kiraly

Attest: _____
Deputy Village Clerk

Attest: _____