

**FIRST AMENDMENT TO THE CITY MANAGER EMPLOYMENT AGREEMENT  
BETWEEN THE CITY OF HIGHLAND PARK AND GHIDA S. NEUKIRCH**

**THIS FIRST AMENDMENT** is made and entered into as of the 23 day of November, 2021, by and between the City of Highland Park, an Illinois home rule municipal corporation ("**City**"), and Ghida S. Neukirch ("**Employee**"). In consideration of the recitals and mutual covenants and agreements set forth in this First Amendment, the receipt and sufficiency of which are hereby acknowledged and agreed, the parties agree as follows:

**Section 1. Recitals.**

A. The City and the Employee entered into that certain "City Manager Employment Agreement" dated as of December 9, 2019 ("**Agreement**"). Pursuant to the Agreement, the City agreed to employ the Employee, and the Employee agreed to be employed by the City, to perform the duties of City Manager of the City of Highland Park.

B. Section 8 of the Agreement provides for the payment by the City to the Employee of an annual vehicle allowance in the amount of \$4,100.00.

C. Pursuant to Section 16.B of the Agreement, the City and the Employee desire to amend the Agreement to increase the annual vehicle allowance to \$4,500.00.

**Section 2. First Amendment to the Agreement.**

Section 8 of the Agreement is hereby amended to read as follows:

**"Section 8. Automobile**

The City agrees to pay to the Employee the sum of ~~\$4,100.00~~ \$4,500.00 per year, payable monthly, as a vehicle allowance to be used to purchase or lease a vehicle or for the use of her existing vehicle. The Employee is responsible for paying for liability, property damage, and comprehensive insurance coverage for the vehicle, and also is responsible for all expenses attendant to the purchase, operation, maintenance, repair, and regular replacement of the vehicle. The Employee agrees that her vehicle will be maintained in a manner which reflects a suitable appearance, working condition, and professional image for the City."


**Section 3. Effect; Effective Date.**

All terms, conditions and provisions of the Agreement that are not expressly amended or modified by this First Amendment shall remain unchanged and in full force and effect as if fully set forth herein. To the extent that the terms and provisions of this First Amendment conflict with the Agreement, the terms and provisions of this First Amendment shall control. The effective date of this First Amendment shall be October 11, 2021.

[SIGNATURE PAGE FOLLOWS]

**IN WITNESS WHEREOF**, the parties have caused this First Amendment to be executed by their duly authorized representatives as of the date and year first written above.

ATTEST:

By:   
Ashley Palbitska, Deputy City Clerk

Date: 11/29/2021

**CITY OF HIGHLAND PARK**  
By:   
Nancy R. Rotering, Mayor

Date: 11/29/21

**GHIDA S. NEUKIRCH**  
  
Date: 29 NOV 2021