

AMENDMENT #3 TO EMPLOYMENT AGREEMENT

WHEREAS, the Board of County Commissioners of Saline County, Kansas, and Phillip D. Smith-Hanes entered into an Employment Agreement on October 15, 2019, and

WHEREAS, the Board of County Commissioners has elected to renew that agreement for the period January 1, 2024, through December 31, 2024, pursuant to Section 1A of said Employment Agreement, and

WHEREAS, the Parties desire to amend the provisions of said Employment Agreement with regard to compensation,

NOW, THEREFORE, the Parties mutually agree to the following amendment, to be effective January 1, 2024.

1. Section 5A of the Employment Agreement is hereby amended to read:

A. Salary

The Base Salary for the position of County Administrator, as of January 1, 2024, shall be \$161,170.88. EMPLOYEE shall be paid \$150,167.86 through regular bi-weekly payroll and shall receive the balance of compensation as Vacation Leave as provided in Section 5C below. If EMPLOYER elects to exercise the renewal of this Agreement pursuant to Section 1 above, the Board of County Commissioners shall establish a new Base Salary for such renewal term.

2. Section 5C of the Employment Agreement is hereby amended to read:

C. Leave

EMPLOYEE will be entitled to leave according to applicable provisions of Section 30.07 through 30.12, inclusive, and Section 40.06 through 40.10, inclusive, of the Saline County Personnel Policy, or any successor provisions thereto, subject to the termination provisions set forth in Section 6 below. In addition, effective January 1, 2024, EMPLOYEE's Vacation Leave bank shall be increased by 142 hours and he shall be allowed to carry up to 192 hours of Vacation Leave in his bank. He shall inform the Chair of the Board of County Commissioners in advance of any scheduled leave in excess of one business day. The Board of County Commissioners retain the right to increase EMPLOYEE's vacation leave as a part of the annual renewal of EMPLOYEE'S contract as set forth herein.

3. In all other respects, the Employment Agreement entered into on October 15, 2019, as subsequently amended, shall continue unmodified.

IN WITNESS WHEREOF, EMPLOYER has caused this Amendment #3 to Employment Agreement to be signed and executed on its behalf by the Chairperson of its Board of County Commissioners and EMPLOYEE has signed and executed this Amendment, both in duplicate.

Robert Vidricksen II, Chair, Board of County Commissioners
Employer

Phillip Smith-Hanes
Employee