

**A RESOLUTION AMENDING THE EMPLOYMENT
AGREEMENT OF THE VILLAGE MANAGER OF THE
VILLAGE OF ARLINGTON HEIGHTS**

BE IT RESOLVED BY THE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF ARLINGTON HEIGHTS:

SECTION ONE: That certain sections of the Amended Employment Agreement for Village Manager, effective November 10, 2018, by and between the Village of Arlington Heights and Randall R. Recklaus, are hereby amended as follows, with all other provisions remaining in full force and effect:

Section 5 - Salary

Effective November 10, 2019, the Village agrees to pay Employee for his services rendered pursuant hereto an annual base salary of ~~\$214,589~~ **\$223,173** payable in installments at the same time as other management employees of the Village are paid.

In addition, as a result of an annual performance review, if performance warrants an increase in base salary as determined by the Board, the Board shall adjust Employee's salary and/or benefits in such amounts as the Board deems appropriate. If, at any time during the term of this Agreement, the Employee receives a performance bonus that is independent from his base pay and benefits, there is no guarantee of any such bonus in future years.

Section 9 - Vacation and Sick Leave

Employee shall accrue, and have credited to his personal account, **24 days of vacation annually. At the Employee's option, on or about the first week of December of each year, the Employee may choose to convert and receive compensation for up to ten unused vacation days in any calendar year.** Sick leave will accrue at the same rate as other general employees of the Village.

SECTION TWO: This Resolution shall be in full force and effect from and after its passage and approval in the manner provided by law.

AYES:

NAYS:

PASSED AND APPROVED this 2nd day of December, 2019.

ATTEST:

Village President

Village Clerk