

**FIRST AMENDMENT TO TOWN MANAGER'S AMENDED AND RESTATED
EMPLOYMENT AGREEMENT**

This **AMENDMENT TO THE TOWN MANAGER'S AMENDED AND RESTATED EMPLOYMENT AGREEMENT** ("Amendment") is effective as of April 2, 2026, by and between The Town of Ross ("Town") and Christa L. Johnson ("Employee").

RECITALS

A. The Town employs Employee as its Town Manager, pursuant to an Amended and Restated Employment Agreement effective March 14, 2025 ("Manager's Agreement").

B. The Town Manager's workload has prevented her from taking enough vacation leave and therefore she has reached the 300-hour vacation leave cap stated in the Manager's Agreement and is prevented from accruing vacation leave until her vacation leave balance falls below 300 hours.

C. The Town Council recognizes the Town Manager's workload and has decided to increase her vacation leave cap to 400 hours. Therefore, the Town Council has decided to modify the Manager's Agreement as set forth in this Amendment and Employee has agreed to such modification.

NOW, THEREFORE, IN CONSIDERATION OF THE ABOVE RECITALS AND OF THE MUTUAL PROMISES AND CONDITIONS OF THIS AMENDMENT, IT IS AGREED AS FOLLOWS:

1. **Salary and Benefits.** Section 5.B.3. of the Manager's Agreement shall be amended as follows:
 - (3) Vacation and Management Leave Terms and Accrual Rate. Upon the effective date of this Agreement, Employee shall accrue vacation leave from the beginning of employment at a rate equivalent to 25 days (200 hours) per year. Employee may accrue leave time not to exceed a cap of 400 hours. Once Employee reaches the accrual cap, Employee will accrue no additional vacation leave until Employee's vacation leave balance falls below the cap. Upon termination of employment (including retirement) Employee shall receive cash payment for all accrued and unused vacation, not to exceed the maximum accrual limit of 400 hours. Employee shall be eligible for 10 days (80 hours) of management leave each calendar year. Management leave may not be carried over to subsequent years and has no cash-out value.
2. **Manager's Agreement Otherwise Unchanged.** Except as expressly modified by this Amendment, the Manager's Agreement between the Town and Employee shall remain in full force and effect.

IN WITNESS WHEREOF, this First Amendment to the Manager's Agreement shall be effective as of the day and year written above.

Dated: April 2, 2026
~~March 14, 2026~~ (CS)

THE TOWN OF ROSS:

By: J. A. Keenan
Mayor, Town of Ross

APPROVED AS TO FORM

Ben Stock
Benjamin Stock
Town Attorney, Town of Ross

EMPLOYEE

Christa L. Johnson
Christa L. Johnson
Town Manager, Town of Ross