

**THIRD AMENDMENT TO  
VILLAGE MANAGER EMPLOYMENT AGREEMENT**

This Third Amendment to Village Manager Employment Agreement (hereinafter referred to as the "Third Amendment"), being an amendment to the Village Manager Employment Agreement dated December 5, 2013, as amended by the First Amendment to Village Manager Employment Agreement dated July 16, 2015, and the Second Amendment to Village Manager Employment Agreement dated May 18, 2017 (hereinafter collectively referred to as the "Amended Agreement"), is made by and between the Village of Lombard, an Illinois municipal corporation (referred to in the Amended Agreement as the "Employer," and hereinafter referred to as the "Employer") and Scott R. Niehaus (referred to in the Amended Agreement as the "Employee," and hereinafter referred to as the "Employee"), in and for the consideration of the Employer retaining the professional services of the Employee to act as Village Manager of the Employer, and the Employee agreeing herein to provide such services, the Employer and the Employee agree as follows:

1. That Section 4A of the Amended Agreement is hereby amended by revising the monetary reference therein to read, "One Hundred Ninety-One Thousand Five Hundred and No/100 Dollars (\$191,500.00)".
2. That, notwithstanding the date of this Third Amendment, the revision to the Amended Agreement, as set forth in Section 1 above, shall be in full force and effect as of January 1, 2018, with the Employee being entitled to a retroactive payment in relation thereto.
3. That all other provisions of the Amended Agreement, not amended by this Third Amendment, shall remain in full force and effect as if set forth herein.

Executed this 15th day of March, 2018.

**EMPLOYER (VILLAGE OF LOMBARD):**

**EMPLOYEE:**

By:   
Keith Giagnorio, Village President

  
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Scott R. Niehaus, Village Manager

Attest:   
Sharon Kuderna, Village Clerk