

**SECOND ADDENDUM TO 2022 CITY
ADMINISTRATOR EMPLOYMENT
AGREEMENT**

WHEREAS, the City of Branson, a political subdivision of the State of Missouri (City), through the City's Board of Aldermen and Catherine L. Stepp (City Administrator) entered into a City Administrator Employment (Agreement) effective October 3, 2022; and

WHEREAS, the City of Branson, through the City's Board of Aldermen and City Administrator entered into the First Addendum to the Agreement (First Addendum) effective November 14, 2023; and

WHEREAS, the City Aldermen agree the performance of the City Administrator has again exceeded expectation; and

WHEREAS, the City Aldermen find that this is the first full year of employment of the City Administrator to meaningfully implement the Board's directions, expectations, and priorities; and

WHEREAS, the City and the City Administrator have further agreed to adopt this Second Addendum to Agreement (Second Addendum), to change certain provisions of the Agreement going forward.;

NOW THEREFORE, the City and the City Administrator further agree as follows:

Effective October 15, 2024, the following changes to the Agreement are agreed to by the parties.

Paragraph 8 TERMINATION, Subparagraph (c) Otherwise by City: The sentence "However, in the event City chooses to terminate Employee's employment under this Paragraph 8(c), City shall give Employee a minimum of six (6) months' advance notice of such termination, or, in lieu of any part or all of said notice period, pay Employee cash severance equal to up to six (6) months' pay, calculated based on Employee's then regular salary, for that part of said notice period, which shall be accepted by Employee as full payment for all employment benefits which might otherwise have been due to Employee during that part of said notice period." is stricken and replaced with:

However, in the event City chooses to terminate Employee's employment under this

Paragraph 8(c), City shall give Employee a minimum of twelve (12) months' advance notice of such termination, or, in lieu of any part or all of said notice period, pay Employee cash severance equal to up to twelve (12) months' pay, calculated based on Employee's then regular salary, for that part of said notice period, which shall be accepted by Employee as full payment for all employment benefits which might otherwise have been due to Employee during that part of said notice period. Up to twelve (12) months' City-paid COBRA benefits for Employee will also be paid.

Appendix A

Base Salary: The paragraph is stricken and replaced with:

Two Hundred Sixteen Thousand Three Hundred Seventy-Six and NO/100 Dollars (\$216,376.00) per year, with Eight Thousand Five Hundred Thirty-Nine Dollars and Thirty Cents (\$8,539.30) payable in the next paycheck and then in equal proportional installments of the yearly salary at the same time and frequency as other management employees of City are paid, following City's standard payroll procedures. This compensation may change from time to time under provisions set forth in Paragraph 3 of the Agreement.

Additional Compensation and Benefits:

Add the following sentence to the end of Paragraph 3:

On the effective date of this Second Addendum, Employee will be credited a total of two hundred (200) hours of total vacation per year. For the remainder of this year, the additional 80 hours will be immediately credited.

The Paragraph 7 is stricken and replaced with:

7. On and after the effective date of this Second Addendum, City shall pay 100% of the premium costs providing Employee and her spouse with Employee/Spouse/Family medical and dental insurance coverage under the City's group medical and dental insurance plans.

Add the following Paragraph 8:

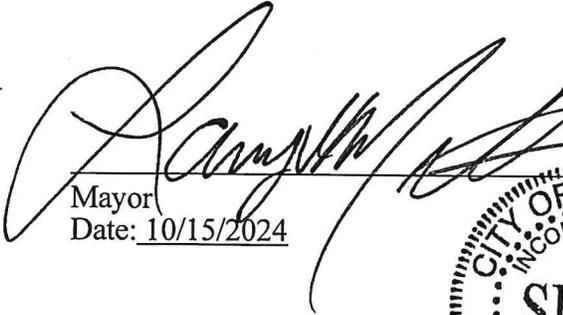
The City will contribute a yearly deposit of Five Thousand Dollars (\$5,000.00) each calendar year of employment effective upon the effective date of the Second Addendum (or prorated amount for any partial calendar year of employment for Employee) toward an established 401(a) account, in accordance with applicable law.

All remaining terms of the Agreement shall remain and is fully incorporated into this second Addendum.

IN WITNESS WHEREOF, the City and the City Administrator have executed this Second Addendum to the City Administrator Employment Agreement as of October 15, 2024.

CITY OF BRANSON, MISSOURI

CATHERINE L. STEPP



Mayor
Date: 10/15/2024

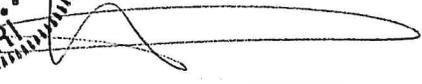




Catherine L. Stepp
Date: 10/15/2024



Hillary Briand, City Clerk
Date: 10/15/2024



Holly Dodge, City Attorney
Date: 10/15/2024