

**FOURTH AMENDMENT TO  
EMPLOYMENT AGREEMENT**

THIS FOURTH AMENDMENT TO EMPLOYMENT AGREEMENT is entered into this 28<sup>th</sup> day of November 2022, by and between the CITY OF ROYAL OAK, a Michigan Municipal Corporation (the "CITY,") and MELANIE HALAS ("EMPLOYEE.")

**RECITALS**

WHEREAS, effective September 13, 2008, EMPLOYEE was named City Clerk for the City of Royal Oak, subject to the terms and conditions set forth in a written Employment Agreement, and has served the City in that capacity since that time; and

WHEREAS, Section C of that Agreement provided that in consideration for her services as City Clerk, EMPLOYEE would be paid an annual base salary; and

WHEREAS, the City Commission has recently completed an evaluation of EMPLOYEE's performance on November 28, 2022, as City Clerk and has concluded that it would be appropriate to increase her annual base salary;

THEREFORE, the CITY and EMPLOYEE agree that Section C of EMPLOYEE's existing Employment Agreement shall be amended to read as follows:

"C.

The CITY agrees to pay EMPLOYEE for the services rendered pursuant to this Agreement an annual base salary of one hundred thirty-three thousand dollars (\$133,000.00) payable bi-weekly. EMPLOYEE shall be entitled to receive the most current benefit package of the Executive Department Heads for personal business days, sick leave, holidays, retirement, deferred compensation, health insurance, dental insurance, and life insurance, except as otherwise stated in this Agreement, including any other annual wage increase that the CITY approves for the its Executive Department Heads in across-the-board pay increases during the term of her employment as City Clerk."

The CITY agrees to provide EMPLOYEE with a cell phone allowance of seventy-five dollars (\$75.00) per month for the use of her personal cell phone while serving in the capacity of City Clerk.

THE CITY and EMPLOYEE further agree that all other terms and conditions of her existing Employment Agreement shall remain in full force and effect.

WITNESSES:

Bonnie Jean Holland  
Bonnie Jean Holland

Dana Oakley  
Dana Oakley

CITY OF ROYAL OAK:

  
Michael C Fournier, Mayor

Deanna Braswell  
Deanna Braswell, Deputy City Clerk

EMPLOYEE:

Bonnie Jean Holland  
Bonnie Jean Holland

Melanie Halas  
Melanie Halas

Approved as to form:

  
Aaron Leal  
City Attorney