

**AMENDMENT FOUR
TO
EMPLOYMENT AGREEMENT**

THIS AMENDMENT FOUR TO EMPLOYMENT AGREEMENT (“Amendment Four”) is made and entered into as of June 9, 2022 (the “Effective Date”), by and between the Town of Paradise Valley, an Arizona municipal corporation (the “Town”) and Jill B. Keimach (“Keimach” or “Manager”).

RECITALS

- A. Effective March 28, 2019, the Town employed Keimach as Town Manager for the Town pursuant to Employment Agreement, CON-19-063-TMG (the “Employment Agreement”).
- B. Among other things, the Employment Agreement provides for an annual performance review and an opportunity to earn a salary increase or bonus, in the Town Council’s discretion.
- C. As part of the 2022 annual performance review, the Town Council seeks to provide a bonus for exemplary services provided by Keimach during the past year and to provide a salary increase consistent with the timing of merit pay increases for Town employees.
- D. Town and Keimach wish to modify and amend the Employment Agreement subject to and strictly in accordance with the terms of this Amendment Four.

AGREEMENT

NOW, THEREFORE, in consideration of the foregoing recitals, which are hereby incorporated into and are deemed an integral part of this Agreement, the mutual covenants set forth below and other good and valuable consideration, the receipt and sufficiency of which are mutually acknowledged by the parties hereto, the Town and Keimach hereby agree as follows:

- 1. Bonus. Pursuant to Section 8 of the Employment Agreement, Keimach shall be paid a bonus in the amount of \$ \$30,000.00, which shall be paid in a lump sum, subject to taxes and withholdings applicable to earnings, as soon as practical but no later than 30 days after the Effective Date of this Amendment.
- 2. Base Salary. Effective July 1, 2022, Section 7.1 of the Employment Agreement is amended to revise Keimach’s base annual salary to \$229,252.00; all other provisions in the Section 7 remain unchanged.
- 3. Ratification of Agreement. Town and Keimach hereby agree that except as expressly provided herein, the provisions of the Employment Agreement shall be and remain in full force and effect and that if any provision of this Amendment Four conflicts with the Employment Agreement, as previously amended, then the provisions of this Amendment Four shall prevail.

[Signatures on following page.]

IN WITNESS WHEREOF, the parties have executed this Amendment Four on the day and year first set forth above.

“Keimach”

“Town”

TOWN OF PARADISE VALLEY, an
Arizona municipal corporation

Jill B. Keimach

Jerry Bien-Willner, Mayor

ATTEST:

APPROVED AS TO FORM:

Duncan Miller, Town Clerk

Andrew J. McGuire, Town Attorney