

**RESOLUTION  
R 30-25**

**A RESOLUTION APPROVING  
A FIFTH AMENDMENT TO  
VILLAGE MANAGER EMPLOYMENT AGREEMENT**

**BE IT RESOLVED** by the President and Board of Trustees of the Village of Lombard, DuPage County, Illinois, that the President and Board of Trustees hereby approve the "Fifth Amendment to Village Manager Employment Agreement" attached hereto as Exhibit 1 and made part hereof (the "Fifth Amendment").

**BE IT FURTHER RESOLVED** that the Village President and Village Clerk are hereby authorized and directed to execute the Fifth Amendment attached hereto as Exhibit 1, on behalf of the Village, as well execute any and all additional documents necessary to carry out the terms and provisions of said Fifth Amendment.

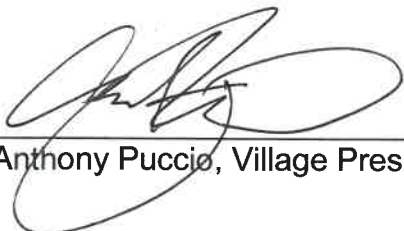
**ADOPTED** this 15th day of May, 2025, pursuant to a roll call vote as follows:

AYES: Trustee LaVaque, Dudek, Egan, Bachner

NAYS: None

ABSENT: Trustee Militello

**APPROVED** by me this 15th day of May, 2025.

  
\_\_\_\_\_  
Anthony Puccio, Village President

**ATTEST:**

  
\_\_\_\_\_  
Ranya Elkhatib, Village Clerk

**Exhibit 1**

**FIFTH AMENDMENT TO  
VILLAGE MANAGER EMPLOYMENT AGREEMENT**

(attached)

## **FIFTH AMENDMENT TO VILLAGE MANAGER EMPLOYMENT AGREEMENT**


This Fifth Amendment to Village Manager Employment Agreement (hereinafter referred to as the "Fifth 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, the Second Amendment to Village Manager Employment Agreement dated May 18, 2017, the Third Amendment to Village Manager Employment Agreement dated March 15, 2018 and the Fourth Amendment to Village Manager Employment Agreement dated May 20, 2021, (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 2 of the Amended Agreement is hereby amended as follows:
  - A. The first sentence thereof is revised to read in its entirety as follows:


"This Agreement shall remain in effect from May 15, 2025 through and including the first Lombard Village Board meeting in May of 2029, unless terminated earlier by the Employer or Employee, said date in May of 2029 being the end of the term of office for the current Village President, Anthony Puccio."
  - B. That the references to "2025," as contained in the second and third sentences, are revised to read, "2029".
2. That Section 3 of the Amended Agreement is hereby amended so that reference to "2025," as contained in subsection B., is revised to read, "2029".
3. That Section 4.A. of the Amended Agreement is hereby amended by revising the monetary reference therein to read, "Two Hundred Fifty-Two Thousand Sixty-Eight and 13/100 Dollars (\$252,068.13)".
5. That all other provisions of the Amended Agreement, not amended by this Fifth Amendment, shall remain in full force and effect as if set forth herein.


Executed this 15<sup>th</sup> day of May, 2025.

**EMPLOYER (VILLAGE OF LOMBARD):**

By:   
Anthony Puccio, Village President

**EMPLOYEE:**

By:   
Scott R. Niehaus, Village Manager

Attest:   
Ranya Elkhatib, Village Clerk