

VILLAGE OF LOMBARD
REQUEST FOR BOARD OF TRUSTEES ACTION
For Inclusion on Board Agenda

_____ Resolution or Ordinance (Blue) _____ *Waiver of First Requested*
_____ Recommendations of Boards, Commissions & Committees (Green)
 X Other Business (Pink)

TO: VILLAGE OF LOMBARD BOARD OF TRUSTEES

FROM: Anthony Puccio, Village President

DATE: May 7, 2025 (B of T) Date: May 15, 2025

TITLE: Resolution Approving a Fifth Amendment to the Village Manager Employment Agreement

BACKGROUND/POLICY IMPLICATIONS:

Attached please find information regarding a resolution approving a fifth amendment to the Village Manager Employment Agreement.

Please place this item on the May 15, 2025 Board of Trustees consent agenda.

Review (as necessary):

Village Attorney X _____	Date _____
Finance Director X _____	Date _____
Village Manager X _____	Date _____

NOTE: All materials must be submitted to and approved by the Village Manager's Office by 12:00 noon, Wednesday, prior to the Agenda Distribution.



MEMORANDUM

TO: Lombard Village Board of Trustees
FROM: Village President Anthony Puccio
DATE: May 7, 2025
SUBJECT: Resolution Approving Amendment to Village Manager's Employment Agreement

Attached, please find information regarding a proposed Fifth Amendment to the Village Manager Employment Agreement between the Village of Lombard and Village Manager Scott Niehaus. It is my recommendation that the Village extend the terms of this agreement by approval of a Fifth Amendment to the agreement at the Board of Trustees Meeting on May 15, 2025.

The overall terms of the Employment Agreement will remain essentially the same with certain modifications to extend the term of the current agreement to May 31, 2029. The contract amendments recommended are either required to extend the term of the contract or provisions to update the existing contract with current terms. As there are no material changes to the proposed agreement aside from the term extension, I am recommending approval and seeking consensus of the Board regarding the Fifth Amendment to the Village Manager Employment Agreement as presented.

This item will be placed upon the consent agenda for the May 15, 2025 Village Board meeting. If there are any questions or concerns, please reach out to Kathy Dunne, Human Resources Director, Nicole Aranas, Deputy Village Manager or me.

RESOLUTION NO. _____

**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: _____

NAYS: _____

ABSENT: _____

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

EMPLOYER (VILLAGE OF LOMBARD):

EMPLOYEE:

By: _____
Anthony Puccio, Village President

By: _____
Scott R. Niehaus, Village Manager

Attest: _____
Rayna Elkhatib, Village Clerk