

**AMENDMENT NO. 2 TO EMPLOYMENT AGREEMENT**

**THIS AMENDMENT NO. 2 TO EMPLOYMENT AGREEMENT** ("Amendment No. 2") is entered into this \_\_\_\_ day of \_\_\_\_\_, 2018, by and between **THE PARK DISTRICT OF THE CITY OF FARGO**, a park district under the laws of the State of North Dakota ("Park District") and **JOEL VETTEL** ("Vettel").

WHEREAS, Vettel's car allowance described in Schedule A to the original Employment Agreement has been rolled into his annual salary and is no longer deemed to be a benefit available to Vettel; and

WHEREAS, Park District and Vettel desire to memorialize that decision that was effective January 1, 2018.

NOW, THEREFORE, in consideration of the foregoing agreement and the actions of the Board of Park Commissioners, effective January 1, 2018, Vettel's annual salary for 2018 shall be \$160,630.00, payable in accordance with Article II, paragraph 3 of the original Employment Agreement. Schedule A to the original Employment Agreement is also amended to reflect the discontinuance of the car allowance/mileage benefit. An amended Schedule A - Benefits is attached hereto and incorporated by reference herein.

Dated this 5<sup>th</sup> day of ~~February~~ <sup>March</sup>, 2018, to be in all things effective January 1, 2018.

THE PARK DISTRICT OF THE CITY  
OF FARGO

By:   
Its: PRESIDENT

By: \_\_\_\_\_  
Its: \_\_\_\_\_

  
Joel Vettel

**Schedule A**  
**Benefits**  
**Amended effective January 1, 2018**

As of the Effective Date, the Park District provides the following specific benefits:

- **Health Insurance:** The Park District shall provide health insurance to Employee and his/her spouse and eligible dependents in accordance with Park District policies. See attached Summary Plan Description of the Park District's Health Benefits. The employer pays 75% of the monthly premium.
- **Dental Insurance:** The Park District shall provide dental insurance to the Employee and his/her spouse and eligible dependents in accordance with the Park District policies. See attached Summary Plan Description of the Park District's Dental Benefits. The employer pays 100% of the single coverage.
- **Long Term Disability Insurance:** The Park District shall provide disability insurance to Employee and pay 100% of the premium for such disability insurance in accordance with the Park District's plans and policies for employees similarly situated to Employee.
- **Life Insurance:** The Park District shall provide life insurance to Employee, and pay 100% of the premium for such life insurance in accordance with Company plans and policies for employees similarly situated to Employee. Policy pays \$50,000 in coverage. Additional coverage available at Employee expense.
- **Cafeteria Plan:**
  - Medical Reimbursement
  - Dependent Care
  - Optional Products – Cancer, Hospital Indemnity, Accident, Disability, Vision
- **Pension Fund NDPERS:** Employee is required to participate in the pension plan through NDPERS. The Employee contributes 7% of his/her monthly salary with the Employer contributing 8.26%.
- **457 Retirement Plan:** Employee shall be allowed to participate in the Company's 457 plan upon eligibility.
- **Other Expense Reimbursements:** The Park District shall reimburse Employee for travel, lodging, meal and other expenses pursuant to the terms and conditions of the Company's expense reimbursement policies applicable to similar situated employees of the Park District.
- **EAP:** Employee Assistance Program is available to all employees through The Village Family Services.