

FIRST AMENDMENT TO AGREEMENT FOR EMPLOYMENT OF COUNTY MANAGER

This First Amendment (this “Amendment”) to the Agreement for Employment of County Manager between County Manager Ling Becker (“Employee”) and Ramsey County (“Employer”) (collectively “the Parties”) dated September 1, 2024 (the “Agreement”) is made and entered into between the Parties and is effective on September 1, 2025.

WHEREAS, the Parties entered into an employment agreement with a term beginning September 1, 2024 and ending on August 31, 2025.

WHEREAS, neither party has terminated the Agreement and intend to amend the term of the agreement effective August 1, 2025.

WHEREAS, pursuant to Section 17 E. of the Agreement, the parties wish to amend Section 5 A. of the Agreement.

WHEREAS, the Parties desire to amend the Agreement in accordance with the terms and conditions of the Agreement.

In this Amendment, deleted terms will be struck out and added terms will be **underlined and bolded**, except where described otherwise.

NOW, THEREFORE, Employer and Employee hereby amend the Agreement as follows:

1. **Revision 1, Section 2 Term paragraph A** of the Agreement is amended as follows:

Section 2: Term

- A. The Employee’s employment term will commence on ~~September 1, 2024~~ **August 1, 2025**, and shall continue until ~~August 31, 2025~~ **July 31, 2026** (“Term”), unless terminated earlier as provided in this Agreement. Employee agrees to remain in the exclusive employ of Employer and shall not accept other employment nor become employed by any other employer during the term of this agreement or any subsequent extended term.

2. **Revision 2, Section 5: Salary** of the Agreement is amended as follows:

Section 5: Salary

- A. Employer agrees to pay Employee an annual base salary of ~~\$250,000~~ **\$267,500** (~~\$120.192307/hour~~ **\$128.605769/hour**), payable in installments at the same time as the other management employees of the Employer are paid. In addition, Employer agrees to increase the salary of Employee in such amounts and to such extent as the Board may determine that it is desirable to do so on the basis of an annual salary review of Employee.
3. The Agreement are incorporated into this Amendment by reference. Except as modified herein, the terms of the Agreement shall remain in full force and effect.

On Behalf of EMPLOYER

Rafael E. Ortega, Chair
Ramsey County Board of Commissioners

EMPLOYEE

Ling Becker

ATTEST

Jason Yang, Chief Clerk—County Board

APPROVED AS TO FORM

Jada Lewis, Civil Division Director