

SECOND SUPPLEMENTAL ADDENDUM TO JULY 1, 2023, ADDENDUM OF TOWN MANAGER EMPLOYMENT AGREEMENT

This Second Supplemental addendum to the July 1, 2023, Addendum to the Town Manager Employment Agreement is made and entered into the 1st day of July 2026, by and between the Town of Vienna, Virginia, a municipal corporation, (hereinafter called “Employer”) and Mercury T. Payton, (hereinafter called “Employee”), both of whom agree to the revision of Sections 1 and 3, as follows:

Section 1: Term

The last renewal term for the Town Manager’s Employment Agreement, effective July 1, 2024, was for a period of two (2) years, through June 30, 2026. This Second Supplemental Addendum shall be effective July 1, 2026, for a period of two (2) year, through June 30, 2028. All subsequent renewals will be formally approved by Town Council.

Section 3: Compensation

A. Base Salary: For the Fiscal Year 2024-2025 term of the Employment Agreement extension, and **effective July 1, 2026**, Employer agrees to pay Employee an annual base salary of **\$258,649**, payable in installments at the same time that the other management employees of the Employer are paid. This is based on the satisfactory results of the Town Manager’s performance, and an additional evaluation will be conducted by Council conducted on January 25, 2027.

B. Consideration shall be given in the second year of this Agreement extension to increased compensation. The Employer agrees to consider increases in the compensation of the Employee dependent upon the results of his performance evaluation conducted under the provisions of Section 12 of this Agreement. Increased compensation will be at the discretion of the Town Council and may or may not be connected to any other employee policy of the Town of Vienna.

C. The Agreement shall be automatically amended to reflect any salary adjustment that is provided in accordance with B above.

D. Pursuant to Sections B and C, the following **Second Supplemental Addendum** is hereby approved:

Base Salary: For the Fiscal Year 2026-2027 term of the Employment Agreement extension, and **effective July 1, 2026**, Employer agrees to pay Employee an annual base salary of **\$258,649** payable in installments at the same time that the other management employees of the Employer are paid. This is based on the satisfactory results of the Town Manager’s performance, and an additional evaluation will be conducted by Council conducted on January 25, 2027.

Mercury T. Payton

Linda J. Colbert, Mayor

ATTEST:

Shelley M. Kozlowski
Town Clerk
(SEAL)

APPROVED AS TO FORM:

Steven D. Briglia
Town Attorney