

**FIRST ADDENDUM TO
EMPLOYMENT AGREEMENT
BETWEEN
CITY OF MADISON
AND
ROBERT F. PHILLIPS**

This First Addendum to the employment agreement between the City of Madison and Robert F. Phillips is made this 18th day of October, 2011, by and between the City of Madison, a municipal corporation of Dane County, Wisconsin (hereafter, the "City"), and Robert F. Phillips, a natural person, (hereafter, "the City Engineer").

WITNESSETH:

WHEREAS, the City and the City Engineer are currently parties to an employment agreement effective February 24, 2010, which was properly approved and executed by both parties; and

WHEREAS, the parties desire to reduce the two (2) year probationary period identified in the employment agreement; and

WHEREAS, the parties have agreed to amend the employment agreement by this Addendum in accordance with Article XIII of said agreement;

NOW THEREFORE, in consideration of the mutual covenants, terms, and agreements contained in this Addendum, the receipt and sufficiency of which is mutually acknowledged, the parties do agree as follows:

1. Balance of Agreement Maintained

Except as modified by this First Addendum, all terms and provisions of the existing employment agreement between the City and the City Engineer shall remain in full force and effect.

2. IV. TERM: RENEWAL OPPORTUNITY; NON-RENEWAL

Subsection (B) of this article shall be modified to reflect a probationary period that shall end on October 19, 2011, six (6) months after Mayor Soglin took office:

B. The City Engineer's probationary period shall end on October 19, 2011. Following the probationary period, and for any renewal of this Agreement, the City Engineer may only be removed as otherwise provided herein.

IN WITNESS WHEREOF, the parties have executed this Addendum to take effect on October 18, 2011.

WITNESS:

WITNESS:

APPROVED

David P. Schmiedicke, Finance Director

CITY OF MADISON
A Municipal Corporation

Paul Soglin, Mayor

Maribeth Witzel-Behl, City Clerk

Robert F. Phillips, City Engineer

APPROVED AS TO FORM:

Michael P. May, City Attorney