

AMENDMENT NO. 10

TO CITY MANAGER EMPLOYMENT AGREEMENT

THE AGREEMENT between the City of Overland Park, Kansas, (hereinafter called the "City") and City Manager John M. Nachbar, (hereinafter called the "Employee"), dated as of January 1, 2000, as amended by Amendment No. 1 dated June 6, 2000, Amendment No. 2 dated June 4, 2001, Amendment No. 3 dated June 3, 2002, Amendment No. 4 dated June 2, 2003, Amendment No. 5 dated June 7, 2004, Amendment No. 6 dated September 12, 2005, Amendment No. 7 dated June 19, 2006, Amendment No. 8 dated June 11, 2007, and Amendment No. 9 dated July 7, 2008, is amended in the following particulars:

1. Subsection (b) of "SECTION 3. COMPENSATION", as amended by the paragraph numbered 2 of Amendment No. 9, is amended to read as follows:
 - b.) Deferred Compensation: The City agrees to contribute Four Thousand Five Hundred Dollars (\$4,500) per annum into the City's Deferred Compensation Plan on the Employee's behalf, payable on the first scheduled payroll following September 1, 2009, and payable on the first scheduled payroll following September 1 of each year thereafter during the term of this Agreement.

2. Subsection (h) of "SECTION 3. COMPENSATION," as amended by the paragraph numbered 3 of Amendment No. 9, is amended to read as follows:
 - h.) Performance Review/Bonus: Employee shall be paid a bonus of Fifteen Thousand Five Hundred Dollars (\$15,500) on September 1, 2009. On or before August 31, 2010, and on or before August 31 of each subsequent contract year, the Employee's job performance shall be reviewed and he shall be eligible for a Performance Bonus as deemed appropriate by the City Council. If granted, such bonus shall not be included in base salary.

IN WITNESS WHEREOF, the City of Overland Park, Kansas, has caused this Amendment No. 10 to Agreement to be signed and executed on its behalf by its Mayor, and duly

attested by its City Clerk, and the Employee has signed and executed the same, both in duplicate,
on this 6th day of July, 2009.

Carl Gerlach, Mayor

ATTEST:

Marian Cook, City Clerk

APPROVED AS TO FORM:

Robert J. Watson, City Attorney

John M. Nachbar, Employee