

**ADDENDUM NO. FOUR TO CONTRACT NO. K-0708-32**

This Addendum to Contract No. K-0708-32 is entered into this 13th day of May, 2014, by and between Steven D. Lewis (hereinafter referred to as "City Manager") and the Council of the City of Norman, Oklahoma (hereinafter referred to as "The City") and provides as follows:

**RECITALS**

WHEREAS, the City Manager's contract, Contract No. K-0708-32, was approved by The City on July 3, 2007, and became effective on August 13, 2007, when the City Manager officially reported to work at the City of Norman; and

WHEREAS, Addendum No. One to Contract No. K-0708-32 was approved by The City on September 25, 2007 to clarify the terms of the Contract; and

WHEREAS, Contract No. K-0708-32 provides for an annual performance evaluation of the City Manager by the City Council; and

WHEREAS, Addendum No. Two to the Contract No. K-0708-32 was approved by the City Council on October 28, 2008 to provide certain compensation increases following the September 20, 2008 performance evaluation; and

WHEREAS, Addendum No. Three to the Contract No. K-0708-32 was approved by the City Council on November 24, 2009 to provide certain compensation increases following a September 2009 performance evaluation; and

WHEREAS, although performance has been satisfactory, no increases in compensation have occurred since August 13, 2009, due to budgetary constraints; and

WHEREAS, the most recent performance evaluation was completed on March 11, 2014 and also reflected satisfactory performance; and

WHEREAS, both parties desire to continue Contract No. K-0708-32 and further amend the Contract to provide an adjustment to base salary as part of his compensation to be effective on the anniversary date in the current fiscal year after the effective date of Ordinance No. O-1314-48; and

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties hereto do agree as follows:

1. That the terms and conditions of the City Manager's contract, Contract No. K-0708-32, as clarified by Addendum No. One, as modified by Addendum No. Two, and as modified by Addendum No. Three (hereinafter the "Contract") shall remain in full force and effect, except as hereinafter provided.

2. That Paragraph 4 of said Contract be amended to read as follows:

Salary. (a) The City shall pay Mr. Lewis an annual base salary of one hundred sixty-five thousand dollars (\$165,000), payable in accordance with the normal payroll policy and practices of the City. (b) In addition to the annual base salary, the City will contribute as additional salary up to thirteen percent (13%) per annum of the annual base salary into a qualified deferred compensation account (§457 Plan), payable in equal installments on each regularly scheduled payroll date. (c) In addition, the City shall pay Mr. Lewis a one-time merit based stipend of five thousand dollars (\$5,000) in May of 2014.

3. That the effective date of this Amendment shall be August 13, 2013, the anniversary date of Contract K-0708-32.

**IN WITNESS WHEREOF**, the City of Norman, Oklahoma, has caused this agreement to be signed and executed on its behalf by its Mayor and duly attested by the City Clerk and the City Manager has signed and executed this addendum, both in duplicate, the day and year first above written.

“THE CITY”  
CITY OF NORMAN, OKLAHOMA

BY: \_\_\_\_\_  
Mayor

ATTEST:

\_\_\_\_\_  
City Clerk

“CITY MANAGER”

BY: \_\_\_\_\_  
Steven D. Lewis

Approved as to form and legality this \_\_\_\_\_ day of \_\_\_\_\_, 2014.

\_\_\_\_\_  
City Attorney