



NICK LELACK

AMENDMENT #1 TO EMPLOYMENT AGREEMENT

Document 2025-1049

This amends Nick Lelack Employment Agreement, Document 2021-610, dated June 30, 2021 as follows:

Section D1. "Base Compensation" is deleted in its entirety and replaced with the following:

Lelack received a satisfactory performance evaluation by the Board on October 6, 2025. As a result, Lelack shall receive a 4 percent base salary increase effective October 1, 2025.

Following satisfactory performance evaluation in October 2026, Lelack shall receive a 4 percent base salary increase effective October 1, 2026.

Nick Lelack

**BOARD OF COUNTY COMMISSIONERS
OF DESCHUTES COUNTY, OREGON**

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ATTEST:

Recording Secretary