

AMENDMENT TO EMPLOYMENT AGREEMENT

(Town Attorney)

This is an Amendment (“Amendment”) to the Employment Agreement (“Agreement”) entered into on October 6, 2025 with an effective date of July 1, 2025 by and between the TOWN OF RANDOLPH, MASSACHUSETTS (herein referred to as the "TOWN"), acting by and through its TOWN COUNCIL, with its offices at Town Hall, 41 South Main Street, Randolph, MA 02368, and Christine Griffin, (herein referred to as "GRIFFIN" or "EMPLOYEE").

This Amendment is entered into on July 13, 2026 with an effective date of July 1, 2026, by and between the Town, acting by and through its TOWN COUNCIL, and Griffin.

The terms of the Agreement remain in effect unless specifically amended below.

In consideration of the promises, the mutual covenants hereinafter set forth, and other good and valuable consideration the receipt and sufficiency of which is hereby acknowledged, the parties to the Agreement now hereby agree to amend the Agreement as follows:

Clause A **AMENDMENT TO SUBSECTION 2.1** **OF THE EMPLOYMENT AGREEMENT**

Subsection 2.1 of the Agreement is hereby deleted in its entirety and replaced with the following:

- 2.1 The term of this Agreement and EMPLOYEE's term of employment shall commence on the effective date of this AGREEMENT, July 1, 2026 (the "Commencement Date") and shall terminate on June 30, 2029 (the "Termination Date"). This Agreement may be extended by written agreement of the parties.

All other references to the “Term” of the Agreement, the “Termination Date” of the Agreement, or events that occur in anticipation of the Termination Date of the Agreement, shall be updated to reflect that the Termination Date of the Agreement shall be June 30, 2029.

Clause B
AMENDMENT TO SUBSECTIONS 4.1(a), 4.1(b) AND 4.1(c)
OF THE EMPLOYMENT AGREEMENT

Subsections 4.1(a), 4.1(b) and 4.1(c) of the Agreement are hereby deleted in their entirety and replaced with the following:

- a) For the contract year of this Agreement beginning July 1, 2026 and ending June 30, 2027, GRIFFIN's annual compensation rate shall be Two-Hundred Five Thousand Dollars (\$205,000).
- b) For the contract year of this Agreement beginning July 1, 2027 and ending June 30, 2028, GRIFFIN's annual compensation rate shall be Two-Hundred Ten Thousand Dollars (\$210,000).
- c) For the contract year of this Agreement beginning July 1, 2028 and ending June 30, 2029, GRIFFIN's annual compensation rate shall be Two-Hundred Fifteen Thousand Dollars (\$215,000).

Clause C
AMENDMENT TO SUBSECTION 4.13
OF THE EMPLOYMENT AGREEMENT

In subsection 4.13 of the Agreement, concerning Deferred Compensation, increase the annual deferred compensation payment to be made under Subsection 4.13 by ten thousand dollars (\$10,000).

Clause D
OTHER AGREEMENT TERMS CONTINUE
IN FULL FORCE AND EFFECT

All provisions of the Agreement not specifically amended in this Amendment shall continue in full force and effect as originally written.

[INTENTIONALLY LEFT BLANK]

IN WITNESS WHEREOF, the parties hereto have executed this Amendment to the Agreement on the day and year first written above.

TOWN OF RANDOLPH, acting by and through its TOWN COUNCIL,

By: _____
Ryan Egan - President

By: _____
Richard Brewer, Jr. – Vice President

By: _____
Christos Alexopoulos

By: _____
James F. Burgess, Jr.

By: _____
Natacha Clerger

By: _____
Jesse Gordon

By: _____
Katrina Huff-Larmond

By: _____
Kevin O’Connell

By: _____
Brandon Thompson

Employee:

By: _____
Christine M. Griffin