

# **AMENDMENT TO EMPLOYMENT AGREEMENT**

**(Finance Director/Town Accountant)**

This is an Amendment (the “Amendment”) to the Employment Agreement (the “Agreement”) entered into on May 13, 2024 with an effective date of July 1, 2024 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 Janine Smith, (herein referred to as “SMITH” or “EMPLOYEE”). This Amendment is entered into on the 9<sup>th</sup> day of February, 2026 by and between the TOWN, acting by and through its TOWN COUNCIL, and SMITH. This Amendment shall be effective as of its execution by the parties hereto.

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**

The Agreement is hereby amended by adding the following paragraph:

On or before March 5, 2026, Employee shall be paid a one-time bonus payment in the amount of five-thousand dollars (\$5,000). This payment is in recognition of the extended duties and work hours performed by Employee due to vacant financial positions in other Town Offices during Town of Randolph Fiscal Year 2026.

## **CLAUSE B** **AGREEMENT OTHERWISE UNCHANGED**

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

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

**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

By: \_\_\_\_\_  
Janine Smith