

NORTH CAROLINA

DARE COUNTY

This instrument has been pre-audited in the manner required by the Local Government Budget and Fiscal Control Act.

Finance Director

2026 AMENDMENT TO EMPLOYMENT AGREEMENT

THIS AMENDMENT TO EMPLOYMENT AGREEMENT, made and entered into this 1 day of September, 2026, by and between the Town of Southern Shores, North Carolina, a body corporate and politic existing pursuant to the laws of the State of North Carolina, (the “Employer”), and Cliff Ogburn, (the “Employee”), both of whom understand as follows:

RECITALS:

On May 19, 2020 the Employer and Employee entered into a written contract for employment (the “Employment Agreement”) whereby Employer would hire Employee to serve as the Town Manager for the Town of Southern Shores;

Employer and Employee amended the Employment Agreement by the “Amendment to Employment Agreement” dated July 11, 2023 (the “2023 Amendment”);

Employer and Employee amended the Employment Agreement by the “Amendment to Employment Agreement” dated December 2, 2025 (the “2025 Amendment”);and

Employer and Employee each desires to continue the relationship created by the Employment Agreement on the same terms and conditions of the Employment Agreement as amended by the 2023 Amendment and by the 2025 Amendment with certain further amendments as set forth herein.

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

- A. Effective July 1, 2026 Section 2.B. of the Employment Agreement entitled “Term” shall be replaced with the following:
 - B. The term of this Agreement shall beginning on July 1, 2026 and conclude June 30, 2029. The term may be extended for an additional period of one year unless either party provides notice to the other party at least 90 days prior to the concluding date of the term then in effect that the party elects not to renew this Agreement.
- B. Effective July 1, 2026, Employer agrees to pay Employee for his services

rendered pursuant hereto as Town Manager an annual base salary of Two Hundred Thousand and Ninety-Seven Dollars (\$200,097.00), payable in installments at the same time as other employees of the Employer are paid.

- C. All other terms and conditions of the Employment Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the Employer has caused this Amendment to Employment Agreement to be signed and executed in its behalf by the Mayor for the Town of Southern Shores and duly attested by its Town Clerk, and the Employee has signed and executed this Agreement, both in duplicate, the day and year first written above.

Mayor

Cliff Ogburn

ATTEST:

APPROVED AS TO FORM:

Town Clerk

Town Attorney

(TOWN SEAL)