

**FIRST AMENDMENT TO EMPLOYMENT AGREEMENT BETWEEN THE CITY OF
SUNFISH LAKE AND CHARLENE STARK**

THIS FIRST AMENDMENT TO EMPLOYMENT AGREEMENT (“First Amendment”) is effective this ____ day of February, 2026, by and between Charlene Stark (“Stark”) and the City of Sunfish Lake, a Minnesota municipal corporation (“City”). Subject to the conditions and terms of this First Amendment and in reliance upon the covenants of the parties herein contained, the parties hereby agree as follows:

WHEREAS, the City and Stark entered into an Employment Agreement dated January 2, 2024 (“Employment Agreement”) for the position of City Treasurer;

WHEREAS, there was an acknowledgement that at the time of the Employment Agreement, Stark was employed by the City of West St. Paul, a position from which she has since retired, therefore such language can be removed from the Employment Agreement.

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

Section 1. The parties agree that Section 3.4 of the Employment Agreement is hereby deleted in its entirety and replaced as follows:

3.4 Conflicts of Interest. Stark shall not engage in non-City employment or activities that would create a conflict of interest with her employment as City Treasurer, as determined by the City Council. Stark shall not engage in activities, actions, public displays, or behaviors which are directly contrary to the established policies, goals, programs, and positions of the City Council. Stark shall not publicly offer opinions representing them to be the official position of the City on any matter that has not been approved by the City Council for release. Stark shall not use or disclose any information or data not otherwise already in the public domain for personal or financial gain. Stark shall disclose to the City Council any direct, indirect, or perceived conflicts of interest that Stark may have relative to matters appearing before the City Council or as transacted by the City in its routine operations.

Section 2. Other than the Amendment referenced in Section 3.4 above, all of the other terms, conditions and provisions of the Employment Agreement shall remain in full force and effect without modification.

IN WITNESS WHEREOF, the parties have executed this First Amendment to the Employment Agreement the day and year first set forth above.

CITY OF SUNFISH LAKE

Mike Hovey, Acting Mayor

Christy Wilcox, City Clerk

CHARLENE STARK

Charlene Stark