

Addendum to EMPLOYMENT AGREEMENT

Between

City of Billings & Chris A. Kukulski

Effective May 27, 2025

This Addendum amends and supplements the EMPLOYMENT AGREEMENT dated December 2, 2022, between the City of Billings, "City," and Chris A. Kukulski, "Employee."

The EMPLOYMENT AGREEMENT is amended to include the following additional **language** to Section 3 - Compensation:

D. Effective July 1, 2025, and on each subsequent July 1 thereafter, the Employee's base salary shall be increased by three percent (3%) as a cost-of-living adjustment (COLA).

All other terms and conditions of the EMPLOYMENT AGREEMENT remain unchanged and in effect.

IN WITNESS WHEREOF, the Parties have executed the Agreement this _____ day of _____, 2025.

CITY OF BILLINGS, a Montana Municipal Corporation

William A. Cole, Mayor

ATTEST:

By: _____
City Clerk

EMPLOYEE

Chris A. Kukulski