

**A RESOLUTION
AMENDING THE EMPLOYMENT CONTRACT OF
LAKE ERIE WEST EXECUTIVE DIRECTOR SANDY SPANG**

WHEREAS, Toledo Metropolitan Area Council of Governments (now known as Lake Erie West Regional Council) is a voluntary association of local governments in northwest Ohio and southeast Michigan, organized on May 31, 1968, and established under Chapter 167 of the Ohio Revised Code and the Michigan Public Act No. 7 (EX-SESS), and has carried out comprehensive metropolitan and regional planning since that date; and

WHEREAS, the Lake Erie West Regional Council Bylaws state that Lake Erie West shall have an Executive Director who will be appointed by its Governing Board; and

WHEREAS, Sandy Spang has served in the position of Lake Erie West Executive Director since May 22, 2023; and

WHEREAS, the Lake Erie West Governing Board wishes to retain Sandy Spang as Executive Director of Lake Erie West Regional Council.

NOW, THEREFORE, be it resolved that Lake Erie West Chair George E. Sarantou is hereby authorized to agree to an Amendment of the original Employment Contract dated April 26, 2023, and previously amended on May 9, 2025, employing Sandy Spang as Lake Erie West Regional Council Executive Director. Said Amendment modifies Mrs. Spang's contract as follows,

Section 2. Lake Erie West shall pay Spang in equal biweekly installments an annual salary of One Hundred Eighty-Five Thousand Dollars (\$185,000.00), effective May 22, 2026. On and after May 22, 2026, Lake Erie West may, at annual intervals, consider an increase in Spang's annual salary and benefits to be determined based on an evaluation of her performance.

Section 9. Lake Erie West shall pay to Spang Six Hundred Fifty Dollars (\$650.00) per month as a vehicle allowance for use of her personal vehicle.

Yeas _____, Nays _____, Abstain _____

Date of Adoption: _____

George E. Sarantou, Chair
Lake Erie West Regional Council

Attest:

I, **Jennifer Allen**, Lake Erie West Regional Council Executive Secretary, do hereby certify that this is a true and accurate copy of Resolution No. 2026-15, adopted on _____.

Jennifer Allen, Executive Secretary

LAKE ERIE WEST REGIONAL COUNCIL
AMENDMENT TO EMPLOYMENT CONTRACT

In accordance with the original Employment Contract between **Sandy Spang**, hereinafter referred to as “Spang,” and the **Lake Erie West Regional Council**, hereinafter referred to as “Lake Erie West Regional Council,” dated April 26, 2023, this Agreement amends said contract by revising Sections 2 and 9 to read as follows:

Section 2. Lake Erie West shall pay Spang in equal biweekly installments an annual salary of One Hundred Eighty-Five Thousand Dollars (\$185,000.00), effective May 22, 2026. On and after May 22, 2026, Lake Erie West may, at annual intervals, consider an increase in Spang’s annual salary and benefits to be determined based on an evaluation of her performance.

Section 9. Lake Erie West shall pay to Spang Six Hundred Fifty Dollars (\$650.00) per month as a vehicle allowance for use of her personal vehicle.

All other terms and conditions of said contract are ratified and confirmed by the undersigned parties hereto.

IN WITNESS WHEREOF, Lake Erie West Regional Council by its chair has set his hand and Spang has set her hand on the date set forth below.

Dated this _____ day of _____, at Toledo, Ohio.

LAKE ERIE WEST REGIONAL COUNCIL

Sandy Spang, Executive Director

By _____
George E. Sarantou, Chair