

**City of Belle Isle, FL  
EMPLOYMENT AGREEMENT**

This Employment Agreement ("Agreement") is made and entered into as of the \_\_\_\_\_ day of \_\_\_\_\_, 2023, by and between the **CITY OF BELLE ISLE** (hereafter referred to as the "City"), a municipal organization organized and existing under the laws of the State of Florida, with its office located at City Hall Belle Isle, Florida and **TRAVIS GRIMM** (hereinafter referred to as the "Employee":).

**NOW THEREFORE**, in consideration for the mutual covenants herein, the parties agree as follows:

**1. Employment and Duties:**

- A. Employment Duties:** The City hereby agrees to employ Employee as Police Chief, and Employee agrees to accept such employment, all subject to the terms and conditions set forth in this Agreement. Unless otherwise provided herein, the Employee shall devote his full time as Police Chief and carry out to the best of his ability all duties imposed on him by the City Charter, City Ordinances as they now exist, or from time to time may be changed by the City of Belle Isle, and such other duties as the City may from time to time require him.
- B. City Manager:** Employee, who shall serve as the Police Chief of the City, shall report and be directly accessible to the City Manager.

**2. Term:**

- A.** The term of employment under this Agreement will commence, \_\_\_\_\_, 2023, and continue until terminated by either party as provided in paragraph 7 below.

**3. Compensation & Benefits:**

- A.** The City will pay Employee for all services rendered and performed hereunder a base salary of \$113,126.66 or ten percent higher than the highest pay grade for Deputy Chief according to the Police Pay Plan, effective \_\_\_\_\_, 2023 per annum, in equal installments paid bi-weekly (26 pay periods per annum). October 1 of each year, the Employee's base salary shall increase based on the current highest grade of the Deputy Chief according to the Police Pay Plan.
- B.** Employee's job performance shall be reviewed and evaluated by the City Manager periodically under this Agreement and discussed with Employee by the City Manager.
- C.** Any increases in Employee's base salary beyond those set forth in Paragraph 3A above shall be negotiated by the City Manager and the Employee and, when necessary, approved by the City Council.

**4. Fringe Benefits:**

- A.** Employee shall be eligible for and participate in all fringe benefits uniformly provided to Employees of the City on the same basis and under the same conditions as said employees.
- B.** Dues and Subscriptions: Subject to the presentation of proper receipts or invoices and the appropriation of funds as part of the City's annual budget, City agrees to pay for the professional dues and subscriptions reasonably necessary for Employee's continuation and full participation in national, regional, state and local associations, organizations, memberships and subscriptions which Employee determines are necessary and desirable for his continued professional participation, growth and advancement, and for the good of the City, which the City Manager, in his/her exclusive discretion, approves.

**C. Conventions:**

- (1) City hereby agrees to budget and to pay the registration fees, out of the Tri-County area travel and subsistence consistent with subparagraph 4(C) (3) below for attendance by Employee as a member in good standing to the annual meetings or conventions.

(2) Additionally, the City shall pay for all other meetings, seminars, and short courses attended by the Employee, which the City Manager, in his/her exclusive discretion, approves in advance. If attendance at such functions requires overnight travel and expense, the Employee shall be reimbursed in accordance with City policy.

(3) All other expenses shall be reimbursed in accordance with the City policy applicable to all employees.

**D. Automobile:**

Employee's duties require that Employee shall have the exclusive use at all times during employment with the City of an automobile to carry out the business of the City. The City shall either provide the use of a City-owned vehicle or an automobile allowance of \$650/month for the use of said automobile for travel. If Employee elects to use the automobile allowance, Employee shall be responsible for paying for insurance, operation, maintenance, and vehicle repairs.

**5. Extent of Services and Hours of Work:**

Except during periods of illness, vacation, or absences of a day or more authorized by the City Manager, or his/her designee, Employee will devote his best efforts to performing his duties and responsibilities under this Agreement. Nothing herein will limit Employee's right to make passive investments, to participate in charitable service and organizations, other community activities, and trade and professional organizations, or to undertake other activities which do not interfere with the performance of his duties hereunder, it is mutually agreed that his participation in charitable service, other community activities, and trade and professional organizations is to the benefit of the City. Employee shall not otherwise be employed on a full or part-time basis without the prior written permission of the City Manager.

**6. Indemnification and Cooperation:**

**A.** To the extent permitted by law, the City shall defend, hold harmless and indemnify Employee against any tort, professional liability claim or demand, or other legal action for which the City is legally responsible for actions of Employee acting in his capacity as the Police Chief and which are within the scope of his authority and employment as Police Chief whether he is sued in his official capacity or as an individual, subject to applicable law and the City Charter and Ordinances, and any limitations contained therein.

**B.** In the event of actual or threatened litigation and/or administrative proceedings involving the City which arise out of the operation or actions which occurred or are alleged to have occurred while Employee was the Police Chief of the City of Belle Isle, Employee will cooperate with the City and its counsel in assisting the City in every legal manner to prevail in said action. The City shall pay Employee's reasonable travel and subsistence expenses incurred away from his home outside the Tri-County area that is incurred in preparation for and actual discovery, settlement, and trial of all said matters.

**C.** Employee further agrees that unless required by law, he will not cooperate with or assist any party, person, or entity who has, had, or may have, or asserts that she has or may have any claim of any nature against the City, its agents, officers, employees, City members or representatives, without the express written permission of the City or its designee.

**7. Termination:**

**Termination by Employee:** The Employee may resign and terminate this Agreement upon thirty (30) days written notice to the City. Should Employee resign his employment and terminate this Agreement:

**1.** Employee shall receive no severance pay or benefits under this Agreement, except as may be otherwise provided in the City Personnel Rules and Regulations applicable to him if he resigns his employment.

**2.** This Agreement (except for Paragraph 6, which shall remain in force and effect for as long as the law allows) shall be automatically canceled, and except as to those paragraphs that continue in effect, neither Employee nor the City shall have any further obligation one to the other under this Agreement or otherwise.

**B. Termination by the City:**

1. This Agreement may be terminated at any time, with or without cause, at the will and pleasure of the City Manager, subject to the conditions contained in Paragraph 7B (2).
2. Except as provided in Paragraph 7B (3) below, and subject to subparagraphs 7B (2) (c) and (d) below, if Employee is terminated, she shall be paid severance pay under the conditions set forth in subparagraphs 7B (2) (a) below. An offer by the City Manager to allow the Employee the opportunity to resign in lieu of termination voluntarily shall be considered a termination under and subject to the conditions set forth in this subparagraph 7B(2) below.
  - (a) The Employee shall receive severance pay equal to the maximum allowed by Florida law of the base salary if terminated; provided; however, there shall be no severance pay due in cases of termination consistent with Paragraph 7B (3) or termination by the Employee.
  - (b) City shall continue to pay for the premium necessary to provide Employee group medical insurance for a period of twelve (12) weeks from the date of the Employee's termination under Section 7B, just as if he had remained actively employed during such period, but subject to the conditions set forth in subparagraph 7B(2)(d) and 7B (3) below.
  - (c) Employee shall comply with paragraphs 6B and 6C of this Agreement following termination of this Agreement.
  - (d) The City shall no longer be obligated to pay the premiums for Employee's group medical insurance under subparagraph 7B (2) (b) above once Employee has obtained employment with another employer who offers group medical insurance for which Employee meets that employer's eligibility requirements (and assuming any waiting periods have passed).
  - (e) Upon termination of this Agreement, neither Employee nor the City shall have any obligation one to the other except (i) as set forth in Paragraph 6; (ii) for accrued benefits, if any, to which Employee is entitled under the City Personnel Rules and Regulations applicable to him as a terminated Employee; or (iii) as otherwise provided in this Agreement.
3. The City shall have no obligation to pay any severance pay or to provide Employee group medical insurance or other benefits under paragraph 7B (2) hereunder, unless otherwise required by law if Employee is terminated for any or a combination of the following:
  - (a) Dishonesty with respect to the business and operation of the City.
  - (b) Violation of the City drug policy.
  - (c) Refusal to cooperate in a legal investigation involving any aspect of the business or operation of the City conducted by or at the direction of the City Commission.
  - (d) Conviction or pleading guilty or Nolo Contendere to a felony.
  - (e) Causing the City to be found in violation of law through gross neglect or willful or intentional conduct by Employee.

**8. Notice of Consent:**

Any written or other notice required by this Agreement shall be deemed delivered as follows:

- A. As to the City, when delivered by personal service to the City Clerk at the City Hall during the regular business hours of the City or by Certified or Registered mail to the City Clerk at the City Hall, said delivery is to be verified by an executed Certified or Registered mail receipt, signed by the City Clerk or the City Clerk's designee.
- B. As to Employee, by personal service to him or via Certified or Registered mail to him at the most recent mailing address set forth in the City's personnel records.

**9. Miscellaneous:**

The City Personnel Rules and Regulations as they now exist or as they may be later modified by the City shall apply to Employee except when inconsistent with this Agreement or the City Charter.

The City Manager shall be the person with whom Employee shall coordinate with respect to off-duty time.

This Agreement shall be interpreted, construed, and governed according to the laws of the State of Florida. In the event of litigation to enforce this Agreement, the prevailing party shall be entitled a reasonable attorney's fees and costs in addition to any other relief to which the prevailing party is entitled in accordance with applicable law.

No amendment or variation of the terms and conditions of this Agreement shall be valid unless in writing and signed by the parties.

The Employee's rights and obligations under this Agreement are personal and are not assignable; provided, however, in the event of the Employee's death, any accumulated but unused benefits to which an Employee's heirs and executors are entitled under the City Personnel Rules and Regulations shall inure to the benefits of the Employee's heirs and executors to the same extent as all other City Employees.

The invalidity or unenforceability of any particular provision of this Agreement shall not affect the other provision hereof, and this Agreement shall be construed in all respects as if such invalid or unenforceable provisions were omitted.

This Agreement supersedes any and all other understandings or agreements, whether written or oral and constitutes the complete and full agreement between the parties and may be modified only by the written agreement of Employee and the City Manager.

**IN WITNESS WHEREOF**, the parties hereto have set their hands and seals as of the day and year first above written.

By:

\_\_\_\_\_  
Mayor Nicholas Fouraker

\_\_\_\_\_  
Bob Francis, City Manager

\_\_\_\_\_  
Travis Grimm, Employee