

**EMPLOYMENT AGREEMENT  
CITY MANAGER**

THIS AGREEMENT (the "Agreement") is made and entered into this 14<sup>th</sup> day of May, 2024 between the City of Cooper City, a municipal corporation of the State of Florida (the "City") and Alejandro I. Rey (the "Employee"), pursuant to the following terms and conditions:

**WITNESSETH:**

**WHEREAS**, the City desires to employ the services of Alejandro I. Rey, as City Manager of the City of Cooper City pursuant to Section 4.01 of the City of Cooper City Charter; and

**WHEREAS**, it is the desire of the City to provide certain benefits, establish certain conditions of employment and to set working conditions for the Employee; and

**WHEREAS**, it is the desire of the City to (1) secure and retain the services of the City Manager and to provide inducement for him to remain in such employment; (2) to make possible full work productivity by assuring the Employee's morale and peace of mind with respect to future security; (3) to act as a deterrent against malfeasance or dishonesty for personal gain on the part of the Employee; and, (4) to provide a just means of terminating the Employee's services at such time as he may be unable fully to discharge his duties due to age or disability or when the City may otherwise desire to terminate his employment; and

**WHEREAS**, the Employee desires to accept employment as City Manager of the City, in accordance with the terms and conditions set forth herein;

**NOW, THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES AND COVENANTS CONTAINED HEREIN, THE CITY AND EMPLOYEE HEREBY COVENANT AND AGREE, AS FOLLOWS:**

**SECTION 1. DUTIES**

City agrees to employ Employee as City Manager of City to perform the duties and exercise the powers as prescribed by state law, the City Charter and the City Code, and to perform such other legally permissible and proper duties and functions as assigned by the City Commission from time to time.

**SECTION 2. TERM**

2.1 This Agreement shall have an initial term commencing on June 1, 2024, and ending on May 31, 2027, unless extended pursuant to Subsection 2.2 or earlier terminated as provided in this Agreement.

2.2 At its option the City Commission may extend the initial term for additional terms of up to three (3) years, subject to the execution of a written amendment to this employment agreement.

In the event that the City Commission decides not to renew the Employee's agreement at the end of the initial term or future terms while the Employee is ready, willing and able to continue performing his duties under this Agreement, the Employee shall be entitled to receive a cash payment equal to twenty (20) weeks of the Employee's aggregate salary and additional benefits as outlined in Section 3.1(b) as severance.

2.3 Nothing in this Agreement shall prevent, limit or otherwise interfere with the right of the City Commission to terminate the services of Employee in accordance with City Charter Section 4.01, at any time, subject only to the provisions set forth in Section 3 of this Agreement.

### **SECTION 3. TERMINATION BY CITY AND SEVERANCE PAY**

3.1 In the event Employee is terminated by the City Commission during such time that Employee is ready, willing and able to perform his duties under this Agreement the City agrees to pay Employee a lump sum cash severance payment as set forth in this subsection.

- (a) If such termination occurs prior to November 1, 2024, Employee shall receive a cash payment equal to eight (8) weeks of the Employee's aggregate salary; if such termination occurs between November 2, 2024 and May 31, 2025, Employee shall receive a cash payment equal to fourteen (14) weeks of the Employee's aggregate salary; if such termination occurs between June 1, 2025 and May 31, 2026, Employee shall receive a cash payment equal to seventeen (17) weeks of the Employee's aggregate salary; and if such termination occurs after June 1, 2026, Employee shall receive a cash payment equal to twenty (20) weeks of the Employee's aggregate salary ("Severance Pay").
- (b) In the event of a termination pursuant to this subsection (3.1), the Employee shall also receive payment for any and all accrued vacation and sick leave time to be calculated and paid in accordance with the City's policies governing managerial employees. Severance Pay shall be paid within fifteen (15) working days of termination. In the event that a termination pursuant to this subsection occurs and provided that Subsection 3.2 is not applicable, the City shall continue to provide medical coverage for Employee and his dependents for the number of weeks equal to the severance payment set forth in Sec. 3.1(a) following the date of termination, in the same manner, amount and basis as Employee is receiving at the time of termination pursuant to Subsection 11.1 below. After the payments described above are made, the City shall have no further financial obligation to Employee.

3.2 In the event Employee is terminated for cause by the City Commission, the City shall have no obligation to pay the Severance Pay designated in Subsection 3.1 above. If Employee's employment is terminated pursuant to this subsection, then the City shall pay to Employee only accrued vacation and sick leave time due to the Employee as of the date of termination, to be calculated and paid in accordance with the City's policies governing managerial employees. After the payment described in the immediately preceding sentence, the City shall have no further financial obligation to Employee pursuant to this Agreement. For purposes of this subsection, a "for cause" termination shall mean willful misconduct, criminal wrongdoing, misfeasance, or malfeasance.

3.3 The Employee's failure to notify the City Commission of the Employee's application for employment with another prospective public or private employer within three (3) business days of the submittal of such application by the Employee shall constitute grounds for termination for cause and may result in the Employee's immediate termination pursuant to Section 3.2.

#### **SECTION 4. TERMINATION BY EMPLOYEE**

In the event that Employee voluntarily resigns his position during the initial term or an extended term of this Agreement, Employee shall give the City at least sixty (60) days written notice prior to the effective date of such resignation. In the event of such a termination, Employee shall not be entitled to receive Severance Pay. Provided that the Employee gives the City at least sixty (60) days written notice prior to a termination pursuant to this section, Employee shall be entitled to receive payment for accrued vacation and sick leave time as of the date of resignation, to be calculated and paid in accordance with the City's policies governing managerial employees.

## **SECTION 5. COMPENSATION**

5.1 The initial annual salary of Employee shall be Two Hundred Twenty-Seven Thousand Five Hundred Dollars and 00/100 (\$227,500.00), which shall be payable in installments at the same time as other employees of the City are paid.

5.2 Commencing on June 3, 2025 and annually thereafter, the Employee shall be entitled to receive the same cost of living increases as are granted to managerial City employees.

5.3 In addition to salary increases granted pursuant to subsection 5.2, at least once annually, the City Commission shall evaluate the performance of Employee to determine if any adjustment in annual salary or benefits is appropriate, pursuant to the terms of Section 6 of this Agreement. Any additional adjustment in said annual salary or benefits shall be based upon the result of the performance evaluation.

## **SECTION 6. PERFORMANCE EVALUATION**

6.1 The Employer shall complete a written evaluation of the Employee at least thirty (30) days in advance of the employee's anniversary date on an annual basis. Said review and evaluation shall be in accordance with specific criteria developed jointly by the City and Employee. Said criteria may be added to or deleted from as the City Commission may from time to time determine, in consultation with the Employee.

6.2 Prior to the beginning of each fiscal year, the City Commission and Employee may define such goals and performance objectives which they determine necessary for the proper operation of the City and in attainment of the City Commission's policy objectives and shall further establish a relative priority among those various goals and objectives, said goals and objectives to be reduced to writing. They shall generally be attainable within the time limitations as specified and the annual operating and capital budgets and appropriations provided.

6.3 In effecting the provisions of this section, the City Commission and Employee mutually agree to abide by the provisions of applicable law.

## **SECTION 7. HOURS OF WORK**

7.1 The position of the city manager, as an exempt employee, is not and cannot be an hourly-type employment. Hence, the Employee shall do all things necessary and required to be available to the City, its agents, servants and employees during the course of this Agreement on a twenty-four (24) hour basis, seven (7) days a week for emergency, public utility, and other public purposes, consistent with good and respectable management requirements and as otherwise dictated and provided by the Charter and Code of Ordinances of the City of Cooper City, as well as provided by General Law in the State of Florida, and the management principles of the International City/County Management Association ("ICMA").

7.2 Employee agrees to remain in the exclusive employ of the City and shall not accept any other employment during the term of this Agreement without the prior approval of the City Commission. Employee further agrees to devote that amount of time and energy which is reasonably necessary for Employee to fully and faithfully perform his duties under this Agreement. Notwithstanding the foregoing, the Employee shall be permitted to serve on uncompensated boards and committees, provided that such service does not interfere with the Employees duties and responsibilities as set forth herein.

## **SECTION 8. AUTOMOBILE ALLOWANCE**

The City shall provide the Employee with a City-issued vehicle to be utilized by the Employee in furtherance of his duties and responsibilities set forth in this Agreement. This vehicle is for business use and may be used for reasonable personal use within a fifty (50) mile radius of the City, subject to compliance with the appropriate reporting with the Internal Revenue Service.

## **SECTION 9. RETIREMENT**

In lieu of the Employee's participation in the Florida Retirement System ("FRS"), the City shall make an annual contribution equal to 12% of Employee's annual gross salary into the Employee's Roth 401k deferred compensation account, or other 457 or 401(a) deferred compensation plan. The City shall make said contributions in bi-weekly installments. In addition to this, Cooper City agrees to execute all necessary agreements provided by the Roth 401k deferred compensation plan for manager's participation in said plan, subject to the City Attorney's review and approval of the same. The Employee, at the City's request, shall execute any and all documentation necessary to waive the Employee's participation in the FRS. The Parties agree that this section may be subject to renegotiation in the event that this Agreement is renewed in accordance with Section 2.2.

## **SECTION 10. INDEMNIFICATION**

To the extent permitted by law and as limited by Section 768.28, F.S., the City shall defend, save harmless and indemnify the Employee against any tort, professional liability claims or demand or other legal action arising out an alleged act or omission occurring in connection with the performance of the Employee's duties so long as the Employee is acting within the scope of his employment. The City, or its insurance carrier will pay or settle any such claim or suit or judgment rendered thereon.

## **SECTION 11. INSURANCE**

The City shall provide Employee with insurance benefits, including disability and life insurance in the same manner as regularly provided to managerial employees of the City. Employee hereby waives his participation in the City's health insurance plan. In lieu of Employee's participation in such plan, the City shall remit payment to the Employee in the amount of \$10,000 annually, payable in equal monthly installments of \$833.33.

## **SECTION 12. VACATION, SICK LEAVE AND HOLIDAYS**

Employee shall be entitled to sick leave, holidays, and personal days at the same rate and in

the same manner as regularly provided to regular employees of the City, as set forth in the City's Personnel Manual, as may be amended from time to time, and the Employee shall be entitled to vacation leave of twenty-three (23) days per year.

### **SECTION 13. PROFESSIONAL DEVELOPMENT**

13.1 Subject to City policy and state law, the City agrees to pay the reasonable professional dues and subscriptions of Employee necessary for his continued participation as a member in national, regional, state and local professional associations and organizations which are necessary and desirable for his continued professional participation, growth and advancement, and for the good of the City. Employee shall not hold office in any local, state, regional or national professional association or organization without prior approval of the City Commission.

13.2 Subject to City policy and state law, the City agrees to pay the travel and subsistence expenses of Employee for travel up to three association conferences per year. However, in any given year, no more than one shall be outside of the State of Florida and none shall be off the mainland of the United States without written approval of the City Commission.

### **SECTION 14. CELL PHONE**

The City, in its discretion, shall provide the Employee with a cell phone or a cell phone allowance, as set forth in Sec. 1.40 of the City's Manual of Personnel Policies, as may be amended from time to time.

### **SECTION 15. NOTICE**

Notices pursuant to this Agreement shall be given by certified mail through United States Postal Service delivery, addressed as follows:

City:	City Clerk City of Cooper City 9090 S.W. 50 <sup>th</sup> Place Cooper City, Florida 33328 Telephone: (954) 434-4300
City Attorney:	Jacob G. Horowitz, Esq. Goren, Cherof, Doody & Ezrol, P.A. 3099 East Commercial Boulevard, Suite 200 Fort Lauderdale, Florida 33308 Telephone: (954) 771-4500 Fax: (954) 771-4923
Employee:	Alex Rey  _____ _____

**SECTION 16. OTHER TERMS AND CONDITIONS**

16.1 If any provision, or any portion thereof, contained in this Agreement is held to be unconstitutional, illegal, invalid, or unenforceable, the remainder of this Agreement, or portion thereof, shall not be affected and shall remain in full force and effect.

16.2 The waiver by either party of a breach of any provision of this Agreement by the other shall not operate or be construed as a waiver of any subsequent breach by that party.

16.3 The rights and obligations herein granted are personal in nature and cannot be transferred by the Employee.

16.4 This Agreement contains the entire agreement of the parties. It may not be changed orally, but only by an amendment in writing signed by the parties hereto.

16.5 This Agreement shall be governed by Florida law and any litigation which may arise from this Agreement shall be filed and litigated in Broward County, Florida. The parties waive any right to trial by jury in any litigation between the parties, which in any way arises out of or concerns this Agreement.

16.6 This Agreement supersedes and replaces any prior Employment Agreement or arrangement between the parties.

16.7 Both parties acknowledge that they have had opportunity to consult with legal counsel prior to signing this Agreement, and this Agreement shall not be construed in favor of either party.

**IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed and executed, in duplicate, on the day and year first written above.**

City of Cooper City

Employee

By: 


Mayor

By: 

Alejandro I. Rey

Attest:

Approved as to legal form and sufficiency:

  
City Clerk

  
City Attorney

**FIRST AMENDMENT TO EMPLOYMENT AGREEMENT**

THIS FIRST AMENDMENT (the "Amendment") is made and entered into this 8<sup>th</sup> day of October, 2024 between the City of Cooper City, a municipal corporation of the State of Florida (the "City") and Alejandro I. Rey (the "Employee"), pursuant to the following terms and conditions:

**WITNESSETH:**

**WHEREAS**, on or about May 14, 2024, the City and Employee entered into an Employment Agreement ("Original Agreement") whereby the Employee was engaged to serve as the City Manager pursuant to Sec. 4.01 of the City Charter; and

**WHEREAS**, the Parties now seek to amend the Original Agreement in accordance with the terms and conditions set forth herein; and

**NOW, THEREFORE**, for and in consideration of the sum of the mutual covenants and other good and valuable consideration, the receipt of which are hereby acknowledged, the parties hereto agree as follows:

**SECTION 1.** The recitations set forth in the above "WHEREAS" clauses are true and correct and incorporated herein by this reference.

**SECTION 2.** Section 3.1 of the Original Agreement is hereby amended to read, as follows:

3.1 In the event Employee is terminated by the City Commission during such time that Employee is ready, willing and able to perform his duties under this Agreement the City agrees to pay Employee a lump sum cash severance payment as set forth in this subsection. In order for the City to terminate this Agreement pursuant to this section, the City shall provide the employee with one hundred fifty (150) days' written notice prior to the effective date of such termination.

- (a) If such termination occurs prior to November 1, 2024, Employee shall receive a cash payment equal to eight (8) weeks of the Employee's aggregate salary; if such termination occurs between November 2, 2024 and May 31, 2025, Employee shall receive a cash payment equal to fourteen (14) weeks of the Employee's aggregate salary; if such termination occurs between June 1, 2025 and May 31, 2026, Employee shall receive a cash payment equal to seventeen (17) weeks of the Employee's aggregate salary; and if such termination occurs after June 1, 2026, Employee shall receive a cash payment equal to twenty (20) weeks of the Employee's aggregate salary ("Severance Pay").
- (b) In the event of a termination pursuant to this subsection (3.1), the Employee shall also receive payment for any and all accrued vacation and sick leave time to be calculated and paid in accordance with the City's policies governing managerial employees. Severance Pay shall be paid within fifteen (15) working days of termination. In the event that a termination pursuant to this subsection occurs and provided that Subsection 3.2 is not

applicable, the City shall continue to provide medical coverage for Employee and his dependents for the number of weeks equal to the severance payment set forth in Sec. 3.1(a) following the date of termination, in the same manner, amount and basis as Employee is receiving at the time of termination pursuant to Subsection 11.1 below. After the payments described above are made, the City shall have no further financial obligation to Employee.

**SECTION 3.** Section 4 of the Original Agreement is hereby amended to read, as follows:

In the event that Employee voluntarily resigns his position during the initial term or an extended term of this Agreement, Employee shall give the City at least one hundred fifty (150) days written notice prior to the effective date of such resignation. In the event of such a termination, Employee shall not be entitled to receive Severance Pay. Provided that the Employee gives the City at least one hundred fifty (150)days written notice prior to a termination pursuant to this section, Employee shall be entitled to receive payment for accrued vacation and sick leave time as of the date of resignation, to be calculated and paid in accordance with the City's policies governing managerial employees.

**SECTION 4.** In the event of any conflict or ambiguity by and between the terms and provisions of this First Amendment, and the Original Agreement, the terms and provisions of this First Amendment shall control to the extent of any such conflict or ambiguity.

**SECTION 5.** The terms and conditions of the Original Agreement shall remain in full force and effect, except as specifically amended herein.

**IN WITNESS OF THE FOREGOING,** the parties have set their hands and seals the day and year first written above.

**CITY:**

CITY OF COOPER CITY, FLORIDA

By: \_\_\_\_\_

GREG ROSS, MAYOR

ATTEST:

DocuSigned by:

Tedra Allen

TEDRA ALLEN, CITY CLERK

APPROVED AS TO FORM:

DocuSigned by:

Jacob Horowitz

OFFICE OF THE CITY ATTORNEY

**EMPLOYEE:**

ALEJANDRO I. REY

By: \_\_\_\_\_

Name: Alejandro I. Rey