

**EMPLOYMENT AGREEMENT
CITY MANAGER**

THIS AGREEMENT (the "Agreement") is made and entered into this ___ day of _____, 2023, between the City of Cooper City, a municipal corporation of the State of Florida (the "City") and Ryan T. Eggleston (the "Employee"), pursuant to the following terms and conditions:

WITNESSETH:

WHEREAS, the City desires to employ the services of Ryan T. Eggleston, 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, 2023, and ending on May 31, 2026, unless extended pursuant to Subsection 2.2 or earlier terminated as provided in this Agreement.

2.2 At its option the City Commission may, by Resolution, 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 within the first six (6) months of employment, Employee shall receive a cash payment equal to twelve (12) weeks of the Employee's aggregate salary; if such termination occurs after the Employee has been employed by the City for a period of six (6) months, Employee shall receive a cash payment equal to twenty (20) weeks of the Employee's aggregate salary ("Severance Pay"). Any termination of the Employee that shall occur after the first six (6) months of employment, shall require at least 30 days' written notice to the Employee from the City prior to termination.
- (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 more than six (6) months after the commencement of employment with the City and provided that Subsection 3.2 is not applicable, the City shall continue to provide medical coverage for Employee and his dependents for twenty (20) weeks 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 be because of conduct unbecoming a public official, including but not limited to conduct contrary to Part III of Chapter 112, Florida Statutes (the "State Ethics Code"), or if the

employee is terminated because of conviction of a felony, or other crime involving moral turpitude, or fraud, corruption, or other serious abuse of the Employee's duties or responsibilities.

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 Forty-Seven Thousand Dollars and 00/100 (\$247,000.00), which shall be payable in installments at the same time as other employees of the City are paid.

5.2 The Employee shall be entitled to receive the same cost of living increases as are granted to general, 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 as needed within Broward County, subject to compliance with the appropriate reporting with the Internal Revenue Service.

SECTION 9. RETIREMENT

The Employee shall participate in the Florida Retirement System. The Employee will be placed in the Senior Management Plan within the Florida Retirement System. The City shall also make an annual contribution equal to 5% of Employee's annual salary into the Employee's 457 or 401k deferred compensation account. 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 457 or 401k deferred compensation plan for manager's participation in said plan, subject to the City Attorney's review and approval of the same.

SECTION 10. TUITION (OMITTED)

SECTION 11. INSURANCE

The City shall provide Employee with insurance benefits, including health, disability and life insurance in the same manner as regularly provided to managerial employees of the City. The City shall pay for dependent health and dental coverage.

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 (20) days per year. Additionally, the Employee shall be credited with his unused balance of sick leave from his immediate past employer subject to certification of such balance by the City.

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. RELOCATION

The City agrees to pay directly for the expenses of the Employee's relocation to Broward County, as set forth in this section. The Employee shall obtain quotes from no less than three (3) moving companies certified by the U.S. Department of Transportation. The Employee shall select the company that provided one (1) of the two (2) lower quotes to facilitate the Employee's move and relocation to Broward County. The Employee shall provide the City with receipts confirming all reasonable relocation expenses incurred by the Employee; however, the City's obligations to pay for the Employee's expenses shall be limited to \$7,500.00. If, for any reason, the Employee's employment with the City is for a period of time less than six (6) months, then the Employee shall, within ten (10) business days of his last date of employment, reimburse the City all relocation expenses paid by the City to the Employee.

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. 50th 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: Ryan Eggleston

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 If the Commission or the Employee breaches any of the covenants contained in this Agreement, or there is any dispute between the parties concerning the terms of this Agreement, including disputes regarding the termination of this Agreement or dismissal of the Employee, all such disputes or claims shall be resolved via binding arbitration pursuant to the Labor Arbitration Rules of the American Arbitration Association. If an Arbitrator rules that Cooper City violated the terms of the agreement, Cooper City shall pay the cost of arbitration and the Employee's reasonable attorneys' fees in connection with the arbitration complaint filed to enforce the terms of 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: _____
Ryan T. Eggleston

Attest:

Approved as to legal form and sufficiency:

City Clerk

City Attorney