

**SECOND AMENDMENT TO TOWN MANAGER EMPLOYMENT AGREEMENT
BETWEEN THE TOWN OF HIGHLAND BEACH
and MARSHALL LABADIE**

This first amendment to agreement is made and entered into this 15th day of September, 2020, by and between the Town of Highland Beach, (hereinafter referred to as “Town”) and Marshall Labadie (hereinafter referred to as “Employee”).

WHEREAS, on September 4, 2018, the parties entered into an Employment Agreement;

WHEREAS, on August 29, 2019, the parties approved the First Amendment to the Employment Agreement;

WHEREAS, the parties have decided to amend said Agreement based upon the superior performance of the Town Manager as evaluated by the Town Commission.

NOW THEREFORE, the parties intending to be legally bound, for good and valuable consideration, the sufficiency of which is hereby acknowledged, do hereby agree as follows:

1. *Section VI. Compensation, A. Base Salary* of the Agreement is amended to add the following provision, with the remainder of *Section VI. Compensation, A. Base Salary* remaining in full force and effect:

Effective October 1, 2020, the Town agrees that the EMPLOYEE’S annual Base Salary shall be increased by 5% of EMPLOYEE’S annual Base Salary.

2. *Section IV. Term, A.* of the Agreement is amended to add the following provision, with the remainder of *Section IV. Term, A.* remaining in full force and effect:

Effective October 1, 2020, the Agreement shall remain in full force until September 30, 2023, or unless otherwise terminated by the EMPLOYER or Town Manager as provided in Section V of this Agreement.

3. *Section VI. Compensation, C. Benefits, 5. Vehicle Allowance* of the Agreement is amended to add the following provision with *Section VI. Compensation, C. Benefits, 5. Vehicle Allowance* remaining in full force and effect:

Effective October 1, 2020, the Town agrees that the monthly car allowance shall be set at six hundred dollars (\$600.00).

4. *Section VI. Compensation, C. Benefits, 3. Insurance* of the Agreement is amended to add the following provision with *Section VI. Compensation, C. Benefits, 3. Insurance* remaining in full force and effect:

Effective October 1, 2020, the EMPLOYEE shall be allowed to select either Health Insurance program offered by the EMPLOYER at no cost to the EMPLOYEE and shall be provided an annual \$2,000 Health Reimbursement Account (HRA).

5. In all other respects, the provisions of the Employment Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have caused this Second Amendment to the Employment Agreement to be executed by their duly authorized officials.

Signed in the presence of:

TOWN OF HIGHLAND BEACH, FLORIDA

BY: _____
MAYOR, DOUG HILLMAN

EMPLOYEE

MARSHALL LABADIE

ATTEST:

LANELDA GASKINS, TOWN CLERK

APPROVED AS TO FORM AND LEGAL SUFFICIENCY

GLEN J. TORCIVIA, TOWN ATTORNEY