

**TORCIVIA, DONLON,
GODDEAU & RUBIN, P.A.**

701 Northpoint Parkway, Suite 209
West Palm Beach, Florida 33407-1950
561-686-8700 Telephone / 561-686-8764 Facsimile
www.torcivialaw.com

Glen J. Torcivia
Lara Donlon
Christy L. Goddeau*
Leonard G. Rubin*

Jennifer H.R. Hunecke
Susan M. Garrett
Elizabeth V. Lenihan*

*FLORIDA BAR BOARD CERTIFIED
CITY COUNTY AND LOCAL GOVERNMENT ATTORNEY

October 29, 2021

Via E-Mail Only

Mayor Resch and Commissioners
City of Lake Worth Beach
7 North Dixie Highway
Lake Worth Beach, FL 33460

Re: Employment Agreement with Carmen Davis

Dear Mayor Resch and Commissioners:

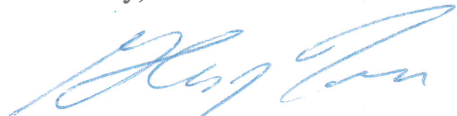
In accordance with the Commission's direction, an employment agreement has been negotiated with Carmen Davis to serve as City Manager. Some of the key provisions of the agreement are:

1. Salary - \$200,000
2. Car Allowance - \$500 per month
3. Vacation Leave - 200 hours (25 days) per year deposited into her leave bank in a lump sum upon commencement of employment and annually thereafter
4. Sick Leave – Shall be accrued the same as other city employees with the addition of an initial lump sum contribution of 25 hours (5 days) on December 6, 2021
5. Relocation Expenses –
 - a. The City will reimburse her up to \$2,500 for her and her spouse to visit Lake Worth Beach in order to obtain housing.
 - b. The City will pay Ms. Davis directly a lump sum of \$15,000 for moving expenses with one-half of this payment to be made by November 15, 2021 and the other half by December 10, 2021. In the event Ms. Davis resigns her position or her employment is terminated with cause by the City prior to December 5, 2022, she will reimburse one-half of said \$15,000 (\$7,500) to the City (or it can be deducted from her last paycheck).
6. Three Year Agreement – Agreement will automatically renew after the third year in one year increments unless either party provides the other with 45 days' notice prior to October 20th of each year.

7. Severance Pay – Severance pay of twenty (20) weeks if termination of employment is without cause (no severance pay for termination with cause or voluntary resignation)
8. Retirement - 10% of her salary to a City approved 401A retirement program.
9. Performance Evaluations - There shall be annual performance evaluations
10. Cost of Living Increase - Ms. Davis shall receive the same cost of living increase as other employees upon specific approval of the City Commission.

Should you have any questions, please feel free to contact me.

Sincerely,



Glen J. Torcivia
City Attorney

Enclosures
GJT/ar

cc: Juan Ruiz, Interim City Manager
cc: Melissa Coyne, City Clerk
cc: Bruce Miller, Finance Director
cc: Carmen Davis