

MEMORANDUM

Office of the City Attorney

Phone: 334-5011/Fax 334-2229
Box 46

TO: BRENT GODSHALK, City Auditor
MARION RADSON, City Attorney
RUSS BLACKBURN, City Manager
KURT LANNON, Clerk of the Commission
JIMMIE WILLIAMS, EO Director

FROM: CHARLES L. HAUCK, Senior Assistant City Attorney

SUBJECT: AMENDMENT TO EMPLOYMENT AGREEMENT

DATE: Feb. 25, 2008



The City Commission approved at its meeting today amendments to the employment contracts of the City Auditor, City Attorney, City Manager, Clerk of the Commission and EO Director. Please sign where indicated and return to me. Upon obtaining the Mayor's signature I will forward a copy of the fully executed amendment to you for your file.

CLH:sw

Attachment

Each Chartered officer gets a fully executed copy of his Amendment. Charlie would like copies of all.

Note: We're missing Kurt's.

Jubon, 5815

Amendment to Employment Agreement

WHEREAS, the City of Gainesville and Kurt Lannon, Clerk of the Commission, have heretofore entered into an Employment Agreement; and

WHEREAS, the parties wish to amend said Employment Agreement to provide for additional life insurance coverage;

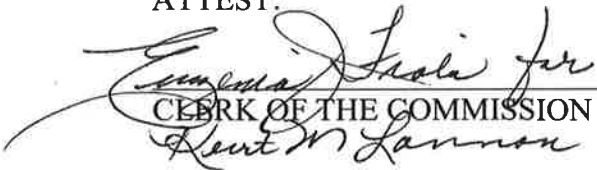
NOW, THEREFORE, section 3(g) is amended in its entirety to read as follows:

(g) Prior to implementation of the change described below, the amount of term life insurance provided for the Clerk of the Commission is two (2) times the salary of the Clerk of the Commission, up to a maximum of \$100,000, unless a higher amount is generally provided for management employees of the City hired on or about the Clerk of the Commission's leave progression date. Effective March 3, 2008, or as soon thereafter as is administratively feasible, the City shall provide or pay for term life insurance, in an amount equal to approximately two (2) times the salary of the Clerk of the Commission up to a maximum of \$250,000. The mechanism through which this coverage may be provided can include coverage under the City's group plan, purchasing (or reimbursing premium payments) for individual supplemental term life policies, reimbursement of increased premium costs associated with an increase in coverage under the Clerk of the Commission's personal term life policy, or a combination thereof. The choice of the mechanisms used shall be at the discretion of the City guided by, first providing the amount of coverage and second, the cost involved. The cost to the City of paying for, or reimbursing, annual term life premium payments above and beyond that which is provided under the City's group plan (presently \$100,000) shall not exceed that amount which would be paid for such coverage for the Clerk of the Commission under the City's voluntary term life plan, based upon the rates in place March 1 each year. The parties understand that, in accordance with law, a portion of the life insurance provided, and the amount of premium payments or reimbursement, may constitute a taxable benefit to the Clerk of the Commission.

Executed at Gainesville, Alachua County, Florida, this 6 day of ^{March}~~February~~, 2008.

CITY OF GAINESVILLE

ATTEST:


CLERK OF THE COMMISSION
Kurt M. Lannon


PEGEEN HANRAHAN, MAYOR


KURT LANNON, CLERK OF THE
COMMISSION

Amendment to Employment Agreement

WHEREAS, the City of Gainesville and Brent Godshalk, the City Auditor, have heretofore entered into an Employment Agreement; and



WHEREAS, the parties wish to amend said Employment Agreement to provide for additional life insurance coverage;

NOW, THEREFORE, section 3(f) is amended in its entirety to read as follows:


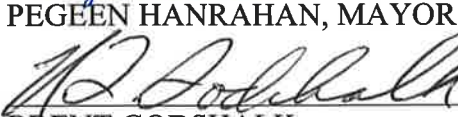
(f) Prior to implementation of the change described below, the amount of term life insurance provided for the City Auditor is two (2) times the salary of the City Auditor, up to a maximum of \$100,000, unless a higher amount is generally provided for management employees of the City hired on or about the City Auditor's leave progression date. Effective March 3, 2008, or as soon thereafter as is administratively feasible, the City shall provide or pay for term life insurance, in an amount equal to approximately two (2) times the salary of the City Auditor up to a maximum of \$250,000. The mechanism through which this coverage may be provided can include coverage under the City's group plan, purchasing (or reimbursing premium payments) for individual supplemental term life policies, reimbursement of increased premium costs associated with an increase in coverage under the City Auditor's personal term life policy, or a combination thereof. The choice of the mechanisms used shall be at the discretion of the City guided by, first providing the amount of coverage and second, the cost involved. The cost to the City of paying for, or reimbursing, annual term life premium payments above and beyond that which is provided under the City's group plan (presently \$100,000) shall not exceed that amount which would be paid for such coverage for the City Auditor under the City's voluntary term life plan, based upon the rates in place March 1 each year. The parties understand that, in accordance with law, a portion of the life insurance provided, and the amount of premium payments or reimbursement, may constitute a taxable benefit to the City Auditor.

Executed at Gainesville, Alachua County, Florida, this 27 day of February, 2008.

ATTEST:


CLERK OF THE COMMISSION
APPROVED AS TO FORM AND LEGALITY
BY: 
CHARLES L. HAUCK, SR. ASST. CITY ATTY.
CITY OF GAINESVILLE, FLORIDA

CITY OF GAINESVILLE


PEGEEN HANRAHAN, MAYOR

BRENT GODSHALK
CITY AUDITOR

Amendment to Employment Agreement

WHEREAS, the City of Gainesville and Jimmie Williams, Equal Opportunity Director, have heretofore entered into an Employment Agreement; and

WHEREAS, the parties wish to amend said Employment Agreement to provide for additional life insurance coverage;

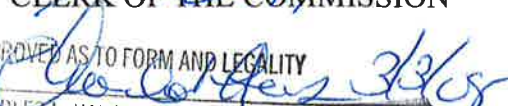
NOW, THEREFORE, section 3(f) is amended in its entirety to read as follows:

(f) Prior to implementation of the change described below, the amount of term life insurance provided for the Equal Opportunity Director is two (2) times the salary of the Equal Opportunity Director, up to a maximum of \$100,000, unless a higher amount is generally provided for management employees of the City hired on or about the Equal Opportunity Director's leave progression date. Effective March 3, 2008, or as soon thereafter as is administratively feasible, the City shall provide or pay for term life insurance in an amount equal to approximately two (2) times the salary of the Equal Opportunity Director up to a maximum of \$250,000. The mechanism through which this coverage may be provided can include coverage under the City's group plan, purchasing (or reimbursing premium payments) for individual supplemental term life policies, reimbursement of increased premium costs associated with an increase in coverage under the Equal Opportunity Director's personal term life policy, or a combination thereof. The choice of the mechanisms used shall be at the discretion of the City guided by, first providing the amount of coverage and second, the cost involved. The cost to the City of paying for, or reimbursing, annual term life premium payments above and beyond that which is provided under the City's group plan (presently \$100,000) shall not exceed that amount which would be paid for such coverage for the Equal Opportunity Director under the City's voluntary term life plan, based upon the rates in place March 1 each year. The parties understand that, in accordance with law, a portion of the life insurance provided, and the amount of premium payments or reimbursement, may constitute a taxable benefit to the Equal Opportunity Director.

Executed at Gainesville, Alachua County, Florida, this 27 day of February, 2008.


ATTEST:


CLERK OF THE COMMISSION

APPROVED AS TO FORM AND LEGALITY
BY: 
CHARLES L. HAUCK, SR. ASST. CITY ATTY
CITY OF GAINESVILLE, FLORIDA

CITY OF GAINESVILLE


PEGEEN HANRAHAN, MAYOR


JIMMIE WILLIAMS, EQUAL
OPPORTUNITY DIRECTOR

Amendment to Employment Agreement

WHEREAS, the City of Gainesville and Russ Blackburn, City Manager, have heretofore entered into an Employment Agreement; and

WHEREAS, the parties wish to amend said Employment Agreement to provide for additional life insurance coverage;

NOW, THEREFORE, section 3(f) is amended in its entirety to read as follows:

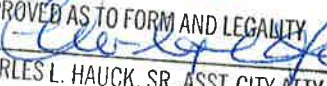
(f) Prior to implementation of the change described below, the amount of term life insurance provided for the City Manager is two (2) times the salary of the City Manager, up to a maximum of \$100,000, unless a higher amount is generally provided for management employees of the City hired on or about the City Manager's leave progression date. Effective March 3, 2008, or as soon thereafter as is administratively feasible, the City shall provide or pay for term life insurance in an amount equal to approximately two (2) times the salary of the City Manager up to a maximum of \$250,000. The mechanism through which this coverage may be provided can include coverage under the City's group plan, purchasing (or reimbursing premium payments) for individual supplemental term life policies, reimbursement of increased premium costs associated with an increase in coverage under the City Manager's personal term life policy, or a combination thereof. The choice of the mechanisms used shall be at the discretion of the City guided by, first providing the amount of coverage and second, the cost involved. The cost to the City of paying for, or reimbursing, annual term life premium payments above and beyond that which is provided under the City's group plan (presently \$100,000) shall not exceed that amount which would be paid for such coverage for the City Manager under the City's voluntary term life plan, based upon the rates in place March 1 each year. The parties understand that, in accordance with law, a portion of the life insurance provided, and the amount of premium payments or reimbursement, may constitute a taxable benefit to the City Manager.

Executed at Gainesville, Alachua County, Florida, this 27th day of February, 2008.

CITY OF GAINESVILLE

ATTEST:


CLERK OF THE COMMISSION

APPROVED AS TO FORM AND LEGALITY
BY: 
CHARLES L. HAUCK, SR. ASST. CITY ATTY.
CITY OF GAINESVILLE, FLORIDA


PEGEEN HANRAHAN, MAYOR


RUSS BLACKBURN
CITY MANAGER

Ninth Amendment to Employment Agreement

WHEREAS, the City of Gainesville and Marion Radson, City Attorney, have heretofore entered into an Employment Agreement; and

WHEREAS, the parties wish to amend said Employment Agreement to provide for additional life insurance coverage;

NOW, THEREFORE, section 3(h) is amended in its entirety to read as follows:

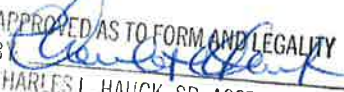
(h) Prior to implementation of the change described below, the amount of term life insurance provided for the City Attorney is two (2) times the salary of the City Attorney, up to a maximum of \$100,000, unless a higher amount is generally provided for management employees of the City hired on or about the City Attorney's leave progression date. Effective March 3, 2008, or as soon thereafter as is administratively feasible, the City shall provide or pay for term life insurance, in an amount equal to approximately two (2) times the salary of the City Attorney up to a maximum of \$250,000. The mechanism through which this coverage may be provided can include coverage under the City's group plan, purchasing (or reimbursing premium payments) for individual supplemental term life policies, reimbursement of increased premium costs associated with an increase in coverage under the City Attorney's personal term life policy, or a combination thereof. The choice of the mechanisms used shall be at the discretion of the City guided by, first providing the amount of coverage and second, the cost involved. The cost to the City of paying for, or reimbursing, annual term life premium payments above and beyond that which is provided under the City's group plan (presently \$100,000) shall not exceed that amount which would be paid for such coverage for the City Attorney under the City's voluntary term life plan, based upon the rates in place March 1 each year. The parties understand that, in accordance with law, a portion of the life insurance provided, and the amount of premium payments or reimbursement, may constitute a taxable benefit to the City Attorney.

Executed at Gainesville, Alachua County, Florida, this 27 day of February, 2008.

CITY OF GAINESVILLE

ATTEST:


CLERK OF THE COMMISSION

APPROVED AS TO FORM AND LEGALITY
BY  3/3/08
CHARLES L. HAUCK, SR. ASST. CITY ATTY.
CITY OF GAINESVILLE, FLORIDA


PEGEEN HANRAHAN, MAYOR


MARION J. RADSON
CITY ATTORNEY

Amendment to Employment Agreement

WHEREAS, the City of Gainesville and Kurt Lannon, Clerk of the Commission, have heretofore entered into an Employment Agreement; and

WHEREAS, the parties wish to amend said Employment Agreement to provide for additional life insurance coverage;

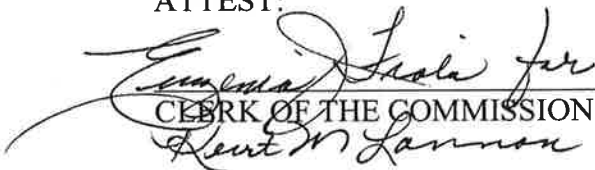
NOW, THEREFORE, section 3(g) is amended in its entirety to read as follows:

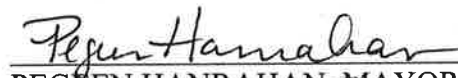

(g) Prior to implementation of the change described below, the amount of term life insurance provided for the Clerk of the Commission is two (2) times the salary of the Clerk of the Commission, up to a maximum of \$100,000, unless a higher amount is generally provided for management employees of the City hired on or about the Clerk of the Commission's leave progression date. Effective March 3, 2008, or as soon thereafter as is administratively feasible, the City shall provide or pay for term life insurance, in an amount equal to approximately two (2) times the salary of the Clerk of the Commission up to a maximum of \$250,000. The mechanism through which this coverage may be provided can include coverage under the City's group plan, purchasing (or reimbursing premium payments) for individual supplemental term life policies, reimbursement of increased premium costs associated with an increase in coverage under the Clerk of the Commission's personal term life policy, or a combination thereof. The choice of the mechanisms used shall be at the discretion of the City guided by, first providing the amount of coverage and second, the cost involved. The cost to the City of paying for, or reimbursing, annual term life premium payments above and beyond that which is provided under the City's group plan (presently \$100,000) shall not exceed that amount which would be paid for such coverage for the Clerk of the Commission under the City's voluntary term life plan, based upon the rates in place March 1 each year. The parties understand that, in accordance with law, a portion of the life insurance provided, and the amount of premium payments or reimbursement, may constitute a taxable benefit to the Clerk of the Commission.

Executed at Gainesville, Alachua County, Florida, this 6 day of ^{March}~~February~~, 2008.

CITY OF GAINESVILLE

ATTEST:


CLERK OF THE COMMISSION
Kurt Lannon


PEGEEN HANRAHAN, MAYOR

KURT LANNON, CLERK OF THE
COMMISSION