

# **CITY OF FORT PIERCE, FLORIDA**

**ROBERT J. BRADSHAW  
CITY MANAGER**

## **EMPLOYMENT AGREEMENT**

**THIS EMPLOYMENT AGREEMENT** made and entered into this 24<sup>th</sup> day of September 2012, by and between the **CITY OF FORT PIERCE, FLORIDA**, a municipal corporation, hereafter referred as to "**CITY**" and **ROBERT J. BRADSHAW**, hereafter referred to as "**BRADSHAW**".

**WHEREAS, CITY** desires to secure the services of **BRADSHAW** as City Manager for a minimum of two (2) years from the Effective Date of this agreement and **BRADSHAW** desires to accept such position; and

**WHEREAS, CITY** and **BRADSHAW** intend by this Agreement to provide certain benefits and establish certain conditions of employment to which **BRADSHAW** has agreed.

**NOW, THEREFORE,** in consideration of the material advantages occurring to the parties and the mutual covenants contained herein, **CITY** and **BRADSHAW** agree with each other as follows:

**1. Employment.**

**BRADSHAW** will render full time professional services to **CITY** in the capacity of City Manager of the **CITY** for the initial term of two (2) years, commencing November 1, 2012 (the "Effective Date"), through October 31, 2014. In the event written notice of termination or notice of non-renewal of this Agreement is not given by either party to the other party ninety (90) days prior to the expiration of the term as hereinabove provided, this Agreement shall automatically renew and continue thereafter on a year-to-year basis. **BRADSHAW** agrees to sever ties with his existing employer, and report for work, and the duties and employment of **BRADSHAW** as City Manager shall commence the Effective Date.

**BRADSHAW** shall devote all of his time, attention, knowledge and skill, solely and exclusively to the business and interest of the City of Fort Pierce, and the public which it

serves. **BRADSHAW** will at all times faithfully, industriously, and diligently perform to the best of his ability all duties that may be required of him by virtue of his position as City Manager, including the performance of all duties set forth in the City Charter, Ordinances, Resolutions and other City policies, and to perform other legally permissible and proper duties and functions to the reasonable satisfaction of the City Commission. In performing such duties, **BRADSHAW** further agrees to be subject to the ICMA Code of Ethics, and to otherwise devote full time and attention to his work as City Manager. Nothing herein shall prohibit **BRADSHAW** from maintaining membership in or participating in private social or civic endeavors that do not interfere or detract from his performance of the terms of this Agreement. In the event **BRADSHAW** makes formal application for full-time employment elsewhere while serving as City Manager, he shall be required to provide written notice to the City Commission simultaneously with such application or submittal.

**2. Compensation.**

In consideration for these services as City Manager, **CITY** agrees to pay **BRADSHAW** an annual base salary of ONE-HUNDRED TWENTY-EIGHT THOUSAND DOLLARS (\$128,000.00) per annum, payable in bi-weekly installments, or such higher figure as may be negotiated after a mandatory six-month evaluation of **BRADSHAW's** performance by the City Commission. Base annual salary adjustments, including cost of living increases, for each subsequent year during the term of this Agreement shall be negotiated between the parties on an annual basis.

The **CITY** agrees that it will not, at any time during the term of this Agreement, reduce **BRADSHAW's** base salary or other financial benefits in a greater percentage than an applicable across the board reduction for all employees of the **CITY**.

**3. Performance Evaluations.**

The City Commission shall, upon the expiration of six (6) months of the Effective Date of this Agreement, and on an annual basis thereafter, evaluate **BRADSHAW's**

performance as City Manager. These performance evaluations shall occur during the calendar month of May of each year, and the matter of the performance evaluation shall be agendaed by the City Manager, to be discussed by the City Commission, at the first City Manager Conference Agenda in May of each year of this Agreement. These performance reviews shall consider continuing management objectives and responsibilities as well as achievement of key specific objectives as mutually agreed upon by City Commission and **BRADSHAW**.

Should it be determined that **BRADSHAW** was successful in his overall performance, and if the Commission, in its sole discretion, determines that the fiscal condition of the **CITY** is sufficient, the City Commission will consider **BRADSHAW**'s compensation and benefits, and endeavor to maintain them at a level commensurate with his peers in the city management profession in similarly situated Florida cities and the rate of general inflation in the economy.

**Benefits.**

In addition to annual compensation specified above, the **CITY** agrees to provide **BRADSHAW** with the following benefits:

(a) **BRADSHAW** shall be entitled to receive the same vacation, sick leave, and holiday time as defined in the City of Fort Pierce Personnel Rules and Regulations, including provisions governing accrual and payment thereof on termination of employment.

(b) Paid attendance at the ICMA annual conference at a rate agreed upon by the City Commission and **BRADSHAW**.

(c) Lease or car allowance at \$350.00 per month, or such other rate agreed upon by the City Commission.

(d) Membership dues to professional associations and societies and to such service organizations and clubs of which **BRADSHAW** is a member, subject to the approval of the City Commission.

(e) Comprehensive health and major medical insurance equal to that which is provided to other City employees.

(f) Retirement benefits as provided to City Employees; provided, however, if

**BRADSHAW** elects not to participate as a member under the **CITY's** retirement plan, the **CITY** shall contribute a sum to his ICMA deferred compensation plan (or other plan designed by **BRADSHAW**) equal to the same percentage contribution, up to the maximum allowed by law, as the **CITY** would have contributed to **BRADSHAW's** retirement under the **CITY's** plan.

5. **Relocation Expenses.**

The **CITY** will pay **BRADSHAW** the sum of SIX THOUSAND FIVE HUNDRED DOLLARS (\$6,500.00) for the expenses of moving **BRADSHAW, BRADSHAW's** family, and **BRADSHAW's** personal property from **BRADSHAW's** current residence to the **CITY**, including packing, moving, truck rental, storage costs, unpacking, and insurance charges, and miscellaneous charges incurred or expended by him in effecting this move, said sum to also be intended to cover temporary housing for **BRADSHAW** and his family within the **CITY** for the period of time between his initial reporting for work on or before the Effective Date and the date he secures permanent housing.

6. **Termination.**

A. At all times during the term of this Agreement, **BRADSHAW** shall be deemed an employee-at-will, and may be terminated at any time, with or without cause. For purposes of this Agreement, termination shall occur upon the happening of any of the following events:

(a) A majority vote of the entire City Commission at a duly authorized public meeting, with or without cause, at the sole discretion of the City Commission.

(b) If the **CITY**, its citizens, or legislature amends any provision of the Charter or Code substantially changing the form of government directly pertaining to the role, powers, duties, authority and responsibilities of **BRADSHAW** as City Manager, **BRADSHAW** shall have the right to declare that such amendments constitute termination; or

(c) If **BRADSHAW** resigns following a formal offer to accept resignation made by the majority of the entire City Commission at a duly authorized public meeting.

7. **Severance.** Except as provided in this Agreement, severance will be paid to **BRADSHAW** when employment is terminated as defined in Paragraph 6 above. Upon termination, all rights, duties and obligations of both parties shall cease except that the **CITY** shall continue to pay **BRADSHAW** his then annual base salary for Ninety (90) consecutive days thereafter, and the **CITY** shall also maintain **BRADSHAW**'s life insurance and major medical insurance coverage paid up and in effect during such period. **BRADSHAW** shall also be compensated for all accrued sick leave and vacation time payable upon termination of employment as provided in the Personnel Rules and Regulations. During any time severance is being paid, **BRADSHAW** shall not be required to perform any duties for the City or come to the City.

The severance provisions set forth herein shall not apply and the City shall not be obligated to pay the Ninety (90) days severance in the event **BRADSHAW** is terminated for cause. "Cause" shall be defined as either conviction of any felony or any misdemeanor involving moral turpitude, commission of any act of fraud involving or affecting the City, willful failure to perform the duties of City Manager, or material breach by **BRADSHAW** of any duties or obligations under this Agreement and failure to cure such failure or breach after receipt of reasonable written notice, then, in that event, CITY shall have no obligation to pay the aggregate severance sum designated in this paragraph.

8. **Attendance at Meetings.** The **CITY** agrees to permit **BRADSHAW** to be absent from the **CITY** during working days to attend professional meetings and to attend to such outside professional duties in the city management field as have been mutually agreed upon between him and the City Commission. Attendance at such approved meetings and accomplishment of approved professional duties shall be fully compensated service time and shall not be considered vacation time. The **CITY** shall reimburse **BRADSHAW** for all reasonable expenses incurred by him incident to attendance at approved professional meetings; provided, however, that such reimbursement is appropriate and within the limits of the City's budget.

8. **Best Efforts of Employee.**

**BRADSHAW** agrees that he will at all times faithfully, industriously and to the best of his ability, experience and talents, perform all the duties which may be required of and from him pursuant to the express and implicit terms hereof, to the reasonable satisfaction of **CITY**. **BRADSHAW** further agrees that he will continue his education and training so that he will keep up with or exceed education requirements of his position. Such duties shall be rendered at Fort Pierce, St. Lucie County, Florida, and at such other places as **CITY** shall in good faith require, or as the interest, needs or opportunity of **CITY** shall require.

9. **Disability.**

If **BRADSHAW** is permanently disabled or is otherwise unable to perform his duties because of sickness, accident, injury, mental incapacity or health for a period of either eight (8) successive weeks beyond any accrued sick leave, or for twenty (20) working days over a sixty (60) working day period, **CITY** shall have the option to terminate this Agreement, subject to the severance pay requirements of Paragraph 6. However, **BRADSHAW** shall be compensated for any accrued sick leave, vacation, holidays, and other accrued benefits.

10. **Residency.**

**BRADSHAW** shall, at all times, maintain permanent residency within the City of Fort Pierce, Florida, during his term as City Manager.

11. **Employee At-Will.**

**BRADSHAW** is an employee-at-will and works at the pleasure of the **CITY** who may, at any time and without showing cause, terminate this Employment Agreement.

12. **Liability Claims.**

The **CITY** shall defend and save harmless **BRADSHAW**, but only to the limits of sovereign immunity, against any tort, professional liability claim or demand or other legal claim or action, whether groundless or otherwise, arising out of an alleged act or omission

occurring in or arising out of the good faith performance of **BRADSHAW's** duties as City Manager of the City of Fort Pierce. However, this covenant shall not apply to acts outside the scope of **BRADSHAW's** employment or services or for claims for punitive damages. The **CITY** will have the authority to compromise and settle any such claim or suit within the scope of **BRADSHAW's** employment and pay the amount of any settlement or judgment rendered thereon. To the maximum extent permitted by law, the **CITY** and **BRADSHAW** shall rely upon the doctrine of sovereign immunity and the provisions of Section 768.28, Florida Statutes, or other applicable law.

13. **Voluntary Resignation.** In the event **BRADSHAW** voluntarily resigns his position with the **CITY**, **BRADSHAW** shall provide a minimum ninety (90) days written notice unless the parties agree otherwise. Unless such resignation follows a formal offer to accept resignation made by the majority of the entire City Commission as specified in Paragraph 5(c) above, **BRADSHAW** shall not be entitled to nor shall the **CITY** be liable to pay severance if **BRADSHAW** resigns.

14. **General Provisions.** The following general provisions shall govern this Agreement:

(a) This Agreement shall be governed in accordance with the laws of the State of Florida.

(b) Jurisdiction over any dispute arising under this Agreement, and the venue thereof, shall lie in the Circuit Court of the Nineteenth Judicial Circuit, in and for St. Lucie County, Florida.

(c) This Agreement shall become effective immediately upon execution, and supersedes and replaces any prior written employment agreement.

(d) This Agreement constitutes the entire agreement and understanding between the parties and contains all of the agreements between them with respect to the subject matter hereof, and supersedes any and all other agreements or contracts, either oral or

written, between the parties with respect to the subject matter hereof.

(e) The parties by mutual written agreement may amend any provision of this Agreement during the life of the agreement by document approved and signed with the same formalities as this Agreement. Such amendments will be incorporated and made a part of this Agreement.

(f) The invalidity or partial invalidity of any portion of this Agreement will not affect the validity of any other provision. In the event that any provision of this Agreement is held to be invalid, the remaining provisions shall be deemed to be in full force and effect as if they have been executed by both parties subsequent to the expungement or judicial modification of the invalid provision.

(g) This Agreement shall be binding upon and inure to the benefit of the **CITY** and the City Commission, its successors and assigns, and shall be binding upon **BRADSHAW**, his administrators, executors, legatees, heirs, and assigns.

**IN WITNESS WHEREOF**, the parties have hereunto set their hands and seals on the day and year first above written.

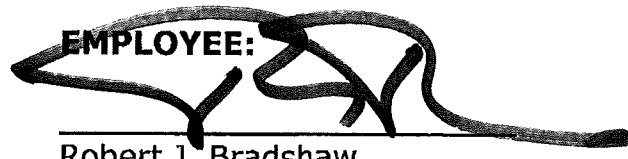
**CITY OF FORT PIERCE, FLORIDA**

By:   
Robert J. Benton, Mayor

ATTEST:

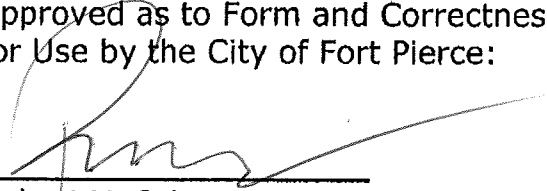
  
Cassandra Steele, City Clerk

**EMPLOYEE:**



Robert J. Bradshaw

Approved as to Form and Correctness  
for Use by the City of Fort Pierce:



Robert V. Schwerer, Esq.  
City Attorney