



Office of Commissioner Kenneth T. Welch

MEMORANDUM

TO: Members of the Board of County Commissioners
FROM: Kenneth T. Welch, Chairman, Pinellas County Commission *Ktu*
SUBJECT: Amendments to Employment Contract for the County Administrator
DATE: November 19, 2013
DISTRIB: Jim Bennett, County Attorney
Peggy Rowe, Human Resources Director

Recommendation:

I recommend the Board approve the attached Amendment to the Employment Contract for the County Administrator effective November 19, 2013.

Discussion:

The attached Amendment to the County Administrator's contract would accomplish three things:

1. Provide 120 hours of annual leave be added to the County Administrator's annual leave bank.
2. Provide that the County Administrator shall earn leave in the same manner as other exempt employees with 20 years of service, thus increasing his annual accumulation from 29 to 32 days a year for an increase of 3 days.
3. Reduce the severance pay provided to 20 weeks of salary and benefits from 6 months.

This allows the County Administrator additional leave of 3 days in order to facilitate greater work/life balance. It also allows for cushions for any catastrophic circumstances that might result in the County Administrator needing to draw on accumulated leave. At the same time, the reduction in severance pay provided is the equivalent of a reduction in 160 hours or 4 weeks of both salary and benefits. The County Administrator is willing to accept this reduction as an offsetting mitigation of the previously enumerated increase.

Attachment

**FIRST AMENDMENT TO EMPLOYMENT CONTRACT
FOR COUNTY ADMINISTRATOR**

THIS FIRST AMENDMENT to Employment Contract for County Administrator is made and entered into on this _____ day of _____, 2013 (“Effective Date”), by and between PINELLAS COUNTY, a political subdivision of the State of Florida, by and through its Board of County Commissioners (“County”), and Robert S. LaSala (“County Administrator”).

WITNESSETH:

WHEREAS, the parties previously entered into the County Administrator Employment Contract dated September 9, 2008 (“Employment Contract”); and

WHEREAS, the parties agree to amend Section 5.B. of the Employment Contract relating to annual leave as provided herein; and

WHEREAS, as a result of this Amendment of the Employment Contract, Section 215.425(4), Florida Statutes, requires a reduction in the severance pay in Section 11.C. of the Employment Contract to conform to the requirements of the statute.

NOW THEREFORE, in consideration of the above and mutual covenants contained herein, the parties agree as follows:

1. Section 5.B. of the Employment Contract is hereby amended to provide that: (i) one hundred and twenty (120) hours of annual leave shall be added to the County Administrator’s annual leave bank; and (ii) the County Administrator shall earn leave in the same manner as other exempt employees with twenty (20) years of service. These adjustments to annual leave and the accrual shall take effect on the first County pay period after the Effective Date.

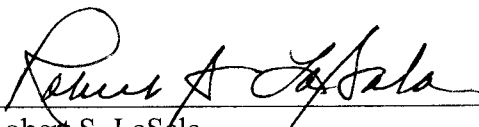
2. Section 11.C. is hereby amended to reduce the severance pay provided therein from six (6) months to twenty (20) weeks of salary and benefits.

3. Except as amended herein, all terms and conditions of the Employment Contract shall remain in full force and effect.

IN WITNESS WHEREOF the parties herein have executed this Renewal as of the day and year noted above.

PINELLAS COUNTY, FLORIDA
By and through its Board of
County Commissioners

By: _____
Kenneth T. Welch, Chairman

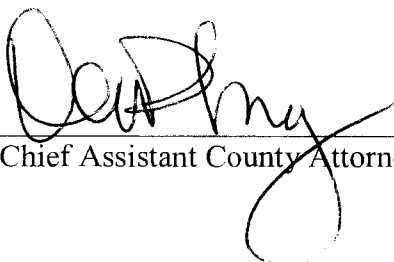


Robert S. LaSala

ATTEST:
Ken Burke, Clerk of Court

By: _____
Deputy Clerk

APPROVED AS TO FORM
OFFICE OF THE COUNTY ATTORNEY

By: 

Chief Assistant County Attorney